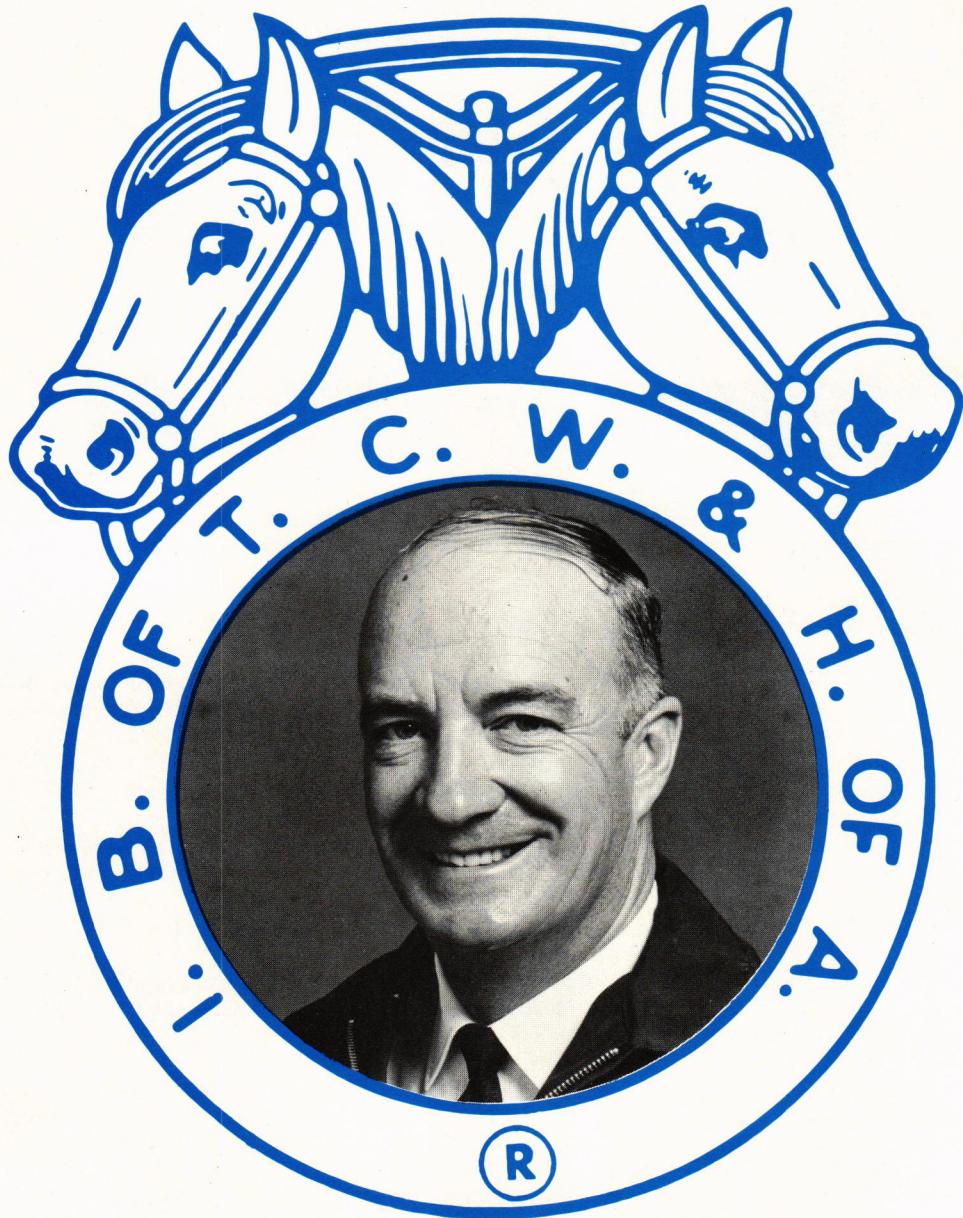


JULY, 1969



**Driver of the Year
Is A Teamster**

See Page 11

Hoffa Scholarship Winners Announced

See Page 15



LABOR'S PLACE IN HISTORY

A GROWING DILEMMA for low-income wage earners in the United States was spelled out recently when a prominent daily newspaper* published a trio of news stories in its realty section—with headlines reading:

“Is Home Ownership Only for the Rich?”
“Home Construction Needs to Increase 50 Percent.”
“Low-Cost Housing Declines.”

The first story, actually a column by the real estate editor, started off with a pertinent question: “Will home ownership become the next luxury item—only for the rich? Like yachts and private planes? And block-long black limousines? It could happen in the next 30 years as the population explodes.”

The story continued: “We might wake up one day to find that single-family homes on individual lots have moved beyond the financial reach of the average middle-class American. And there will have gone a large part of the American dream.”

This already is happening in the nation’s major cities, the article went on to explain, as so-called desirable neighborhoods are pricing themselves out of the middle-class market and leaving the cities to the very wealthy and very poor in their respective golden tracts and crumbling slums.

“Single-family homes,” concluded the column, “simply are becoming too expensive for more and more people.”

A forecast by a construction industry leader was cited in the second story to emphasize the fact that new home construction in the next 30 years must average 50 per cent higher than current levels if America’s booming population is to be housed by the year 2000. An estimated 75,000,000 new homes will be needed in the next 3 decades to handle an expected population increase of 160,000,000.

The sad fact of a steep decline in low-cost housing was discussed in the third story. Production of low-priced homes nationally—those offered for sale under \$12,500—declined 70 per cent between 1965 and 1968, according to a survey by the United States Savings & Loan League. (Simultaneously, said the League, homes costing more than \$30,000 had a production increase of 53 per cent.)

There are several reasons for the drop in low-cost housing. One is the big jump in construction of high-rise apartments and apartment complexes. Perhaps a greater reason is the role of mortgage financing. Realty experts say single-family home construction lagged heavily last year because mortgage money was not available to the speculative builder who puts up homes and offers them for sale on completion.

A sizeable chunk of the single-family home market has been gobbled up by the purchase of so-called mobile homes. Last year some 316,450 mobile homes were sold on the market—an increase of 20 per cent over the previous year. In other words, some 300,000 families found they were unable to afford moderate or low-priced housing and moved into a 4-wheeled aluminum house.

If the housing market continues to move further away from the reach of the low-income wage earner, there may come a time when even the mobile home will carry too high a price tag.

When that happens, there will be only one alternative: Workers will keep their families in a used, 4-door sedan which they will drive from their work site to “their” spot alongside a 4-laned highway—and park overnight.

* Washington (D.C.) *Evening Star*, June 6, 1969.

National

Labor News Wrapup



LABOR NEWS

ALEXANDRIA, VA.—John L. Lewis, president of the United Mine Workers of America for 40 years, died at the age of 89. An historic figure in the American labor movement, Lewis was the first president of the Congress of Industrial Organizations. He became head of the UMW in 1920 and resigned the post in 1960.

WASHINGTON, D.C.—A Labor Department analysis of the nation's manpower needs through 1975 predicts there will be an estimated 129,000 job openings annually for truck drivers. Some jobs, nearly obsolete for many years, will make a comeback—for example, 600 new blacksmiths will be needed annually.

NEW YORK CITY—The Wall Street Journal reported that Joseph Beirne, president of the Communications Workers of America (AFL-CIO), quit the recent Rockefeller tour of Latin America after learning he was scheduled to meet with union men rather than heads of state.

WASHINGTON, D.C.—The Supreme Court ruled recently that workers have a right to a court hearing before part of their wages can be frozen to satisfy debts to finance companies or other creditors. The court held in a Wisconsin case that the law failed to provide the debtor with due process of law.

BAL HARBOUR, FLA.—Lee W. Minton was reelected president of the Glass Bottle Blowers Association. The union has 72,000 members.

WASHINGTON, D.C.—Two major printing unions—the Printing Pressmen and the Stereotypers—are moving closer to merger. Both unions have taken steps to okay the merger. A fall meeting will consider a joint constitution. The Pressmen have 130,000 members, the Stereotypers 14,000.

LOS ANGELES, CALIF.—Two major whiskey distilling companies have ended their advertising schedules with the strike-bound Los Angeles Herald-Examiner.

WASHINGTON, D.C.—A federal district judge has ruled that the Secretary of Labor must re-examine his decision denying a new election for international officers of the Retail Clerks International Association.

WASHINGTON, D.C.—The Department of Defense has increased its purchases of grapes prompting sharp criticism from Cesar Chavez, leader of the farm worker organizing drive. Chavez asserted the Department of Defense was "subsidizing scab grapes" with the purchases triple that of a year ago.

WASHINGTON, D.C.—Commerce Department figures show that Georgia was the most successful state in attracting runaway plants during 1967. Georgia's manufacturing activity in that year increased 52 per cent.

UNDATED—While the Florida legislature recently voted a 900 per cent salary increase for its members, the Michigan legislature received a proposal to raise the minimum wage in that state by 4 cents.

NEW ORLEANS, LA.—The National Federation of Priests' Councils, representing nearly two-thirds of Roman Catholic priests in the United States, passed a resolution urging the creation of mediation boards to deal with disputes between priests and bishops to "guarantee a fair and impartial hearing of disputes."

NEW YORK CITY—The best-known caddy on the pro circuit was fired by the Professional Golfers Association for criticizing the players' tipping habits.

LITTLE ROCK, ARK.—A new occupation is that of "catfish cowboy." The booming fish-farming industry in Arkansas last year netted fish-farmers \$7.3 million on minnows and \$3.1 million on catfish.

GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.
Washington, D. C. 20001

FRANK FITZSIMMONS
General Vice President
25 Louisiana Ave., N. W.
Washington, D. C. 20001

THOMAS E. FLYNN
General Secretary-Treasurer
25 Louisiana Ave., N. W.
Washington, D. C. 20001

JOSEPH J. DIVINY
First Vice President
25 Taylor St.
San Francisco, Calif. 94102

EINAR MOHN
Second Vice President
1870 Ogden Dr.,
Burlingame, Calif. 94010

HARRY TEVIS
Third Vice President
535 Fifth Ave.,
Pittsburgh, Pa. 15219

GEORGE E. MOCK
Fourth Vice President
1722 J St.
Sacramento, Calif. 95814

MURRAY W. MILLER
Fifth Vice President
6162 E. Mockingbird Lane, Rm. 212
Dallas, Tex. 75214

HAROLD J. GIBBONS
Sixth Vice President
300 South Grand Blvd.
St. Louis, Missouri 63103

JOSEPH TREROTOLA
Seventh Vice President
265 W. 14th St.
New York, New York 10011

DOMINICK CALABRESE
Eighth Vice President
591 Summit Ave.
Jersey City, N. J. 07306

ROBERT HOLMES
Ninth Vice President
2741 Trumbull Ave.,
Detroit, Michigan 48216

RAY SCHOESSLING
Tenth Vice President
133 S. Ashland Blvd.
Chicago, Ill. 60607

WILLIAM PRESSER
Eleventh Vice President
2070 E. 22nd St.,
Cleveland, Ohio 44115

WILLIAM J. McCARTHY
Twelfth Vice President
544 Main Street
Boston, Mass., 02129

TRUSTEES

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles, Calif. 90015

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa. 19124

ROY WILLIAMS
45th and Van Brunt Extension,
Kansas City, Mo. 64130

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume No. 66, No. 7

July, 1969

28th Western Conference Held in Colorado Springs	5
<i>Fitzsimmons outlines challenges to labor</i>	
Flynn Honored by Friends in South Bend, Indiana	10
<i>Nearly 1,000 attend dinner for secretary-treasurer</i>	
Rhode Island Teamster Named Driver of the Year	11
<i>2.5 million safe miles in 29 years</i>	
James R. Hoffa Scholarship Winners Announced	15
<i>Two from each conference selected by judges</i>	
More than Half Million Recovered for 456 Members	20
<i>Two cases end in victory for public employees</i>	
Chamber of Commerce Begins Another Anti-Labor Drive	49
<i>Seeks to destroy workers' union representation</i>	

A SPECIAL REPORT: On Page 25

Resume of ALA
Founding Conference
Outlines Goals, Purposes



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

17

© 1969 International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or part without written permission is prohibited. International Brotherhood of Teamsters, 25 Louisiana Ave., N.W., Washington, D.C.

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.

From The



Chicago Truck Driver Saves 5 from Drowning

Joseph DeMoura, a member of Teamster Local 710 in Chicago, Ill., recently received a bronze medal and \$750 from the Carnegie Hero Fund Commission for his action in saving 5 persons from drowning at a lake near Joliet, Ill., in August, 1967.

DeMoura was driving his tractor-trailer to Hennepin, Ill., where he was scheduled to pick up a crane when he saw an auto careen through a barrier and plunge into a small lake.

By the time DeMoura got to the shore of the lake, the auto had upended and was about to sink.

The Teamster saw that several people in the auto were desperately trying to get out of the car. A little girl rolled down a window, causing water to pour into the auto.

DeMoura plunged into the water and swam to the car. He pulled 2 youngsters out and returned to shore with them. Again he swam to the car, got a third child, and once more swam to the bank.

By this time, the auto was nearly filled with water and 2 women were standing on the seats. For the last time, DeMoura swam to the car and pulled the women out. He was near exhaustion but managed to get the women to safety.

DeMoura, a truck driver for 27 years, received several other honors for his feat.

Massachusetts Member Is VFW Commander

Lucien M. Dion, a member of Teamster Local 170 in Worcester, Mass., recently was installed as commander of the Choate Post No. 3276 of the Veterans of Foreign Wars in Southboro, Mass.

Dion is employed by Red Star Express Lines in Shrewsbury, Mass.

Jewish War Veterans Elect Two Teamsters

Two members of Teamster local unions in the New York City metropolitan area recently were elected to office in the Jewish War Veterans of the United States—the oldest vet organization in the country.

Morris Shapiro, a member of Teamster Local 408 in Newark, N.J., was elected Sr. Vice Commander of the Essex County Council of the JWV. He is em-

FIELD

ployed by American Bridge Division of United States Steel.

Stanley Kochnover, a member of Teamster Local 202 in New York City, was elected Commander of the Crown Heights Post No. 108 of the JWV. He is employed by Williamsburg Steel Products Co., of Brooklyn.

San Francisco Member Elected to VFW Post

Fred C. Woo, a 12-year member of Teamster Local 109 in San Francisco, recently was elected the 1969-70 commander of the 15th district of the Veterans of Foreign Wars.

Woo is a past commander of the Chinatown VFW Post No. 4618 and also served as a county council commander.

Omaha Local Union Helps Boy Scouts

Teamster Local 554 of Omaha, Neb., recently gave the gift of a fiberglass canoe to the Boy Scouts of Lincoln, Neb.

Bud Hansen, a member of Local 554 and also leader of the Lincoln Boy Scout troop, presented the canoe on behalf of the union. He works for Hennis Freight Lines.

Vermont Teamster Gets Commendation

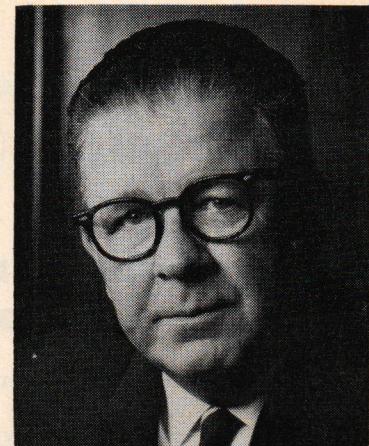
Raymond N. Barrett, Sr., a member of Teamster Local 597 in Barre, Vt., recently received a commendation from the Middlebury, Vt., police department for his quick action in saving the life of a woman driver at an accident scene.

Barrett was driving his tractor-trailer for St. Johnsbury Trucking Co., Inc., when he saw an auto skid across the highway and roll over. The inside of the auto caught fire.

Barrett stopped immediately and put out the fire with an extinguisher, and then removed the motorist, Carol Ann Johnson, from the vehicle. The Teamster, upon discovering that the young woman was not breathing, applied mouth-to-mouth resuscitation and started her breathing again.

Miss Johnson stopped breathing a second time, and again Barrett brought her to with resuscitation. Authorities said that had it not been for the Teamster's alertness and quick response, the woman could have burned to death or died of suffocation.

Message of the General Vice President



Broad Horizons

I HAVE TALKED quite a bit lately about the need for organized labor to broaden its horizons, to look beyond the basic need to represent the membership for wages, hours and conditions.

I think this issue of the International Teamster reflects a very positive effort on behalf of the International Brotherhood of Teamsters to do just that.

Beginning on page 25 of this issue of the magazine, is a lengthy resume of the founding conference of the Alliance for Labor Action. What I have tried to do here is give the membership a comprehensive look at the Alliance. By necessity, this is long and heavy reading, but to give the membership a full report, this approach is required.

What the Alliance for Labor Action represents is an attempt to broaden our horizons and give the membership representation over and above wages, hours and conditions, and the two are inter-related.

On page 15 of this issue, is the announcement of the James R. Hoffa scholarship winners. These scholarships were established by delegates to the 1966 International Union convention, as a tribute to our general president, and because of a realization that the union needed to make an entrance into the field of education. The delegates wanted to emphasize that in today's world, higher education is a must for the children of our members.

On the cover of this issue, we honor Frederick J. Marsh, of Local 251 in Providence, Rhode Island. He has been named Driver of the Year by the American Trucking Association, and has distinguished not only himself, but has brought honor to our union. We congratulate Brother Marsh for his fine accomplishments as a Knight of the Road.

On page 20 of this issue, is proof that as we broaden our horizons, we do not forget the basic business of representing the membership. Local 456 in Elmsford, New York, proves this point by recovering more than a half million dollars, in two cases,

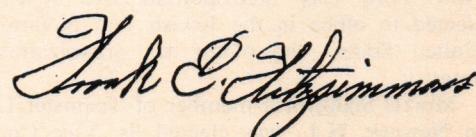
which involved public service employees. This is the kind of representation which typifies Teamster representation and is the basic strength of our union.

On page 5 of this issue, is a report of the 28th Western Conference of Teamsters. This meeting, too, is an example of the broader scope of Teamster activity. This is exemplified in the speeches of Conference Director Einar O. Mohn, other Teamster vice presidents who spoke, and the guest speakers.

Another important report in this issue is found on page 49, a report of the never ending attempt by the U.S. Chamber of Commerce to return labor-management relations in this country to the jungle state of affairs which existed before passage of the Wagner Act.

I suppose that as long as the U.S. Chamber of Commerce exists we will be fighting their legislative attempts to re-establish slavery in this country, not only for our Negro brothers but for workers of all racial backgrounds, as well. That is why we continually emphasize the importance of legislative and political activity by the membership.

Those are the things which are occupying the attention of the International Union in a busy and fast changing world. I call your attention to these things because I believe that the strength of our union lies not only in the fact that we have more than two million members, but also in the fact that the membership must be informed and enlightened.

A handwritten signature in cursive script, appearing to read "Frank P. Fitzsimmons".

STATE OF THE UNION

28th Western Conference Convenes in Colorado Springs

THE 28th WESTERN Conference of Teamsters was held June 2nd, 3rd, 4th, in Colorado Springs, Colo., amid a theme that organized labor must broaden its horizons beyond the basic objectives of winning wages, hours and conditions for the membership.

Under the chairmanship of its director, Vice President Einar O. Mohn, the conference heard major addresses from Teamster General Vice President Frank E. Fitzsimmons and Roy Wilkins, executive director of the National Association for the Advancement of Colored People.

Teamster Vice Presidents Harold J. Gibbons, Murray W. Miller, and William J. McCarthy addressed the conference. Vice Presidents Joseph Diviny and George Mock participated in the

meeting as delegates.

General Vice President Frank E. Fitzsimmons reappointed Vice President Einar O. Mohn as Western Conference director.

Delegates returned the incumbent policy committee of the Western Conference to office. They are:

Einar O. Mohn, director; Albert Brown, John H. Dillon, Frank Donovan, Joseph M. Edgar, Norman E. Finley.

Alvin E. Hill, Edward M. Lawson, Floyd Mendenhall, Mark J. O'Reilly, Wendell Phillips, Robert L. Rampy, Richard E. Rhodes.

George Sebestyen, Gerald A. Shearin, Bernard W. Volkoff, Arnie Weinmeister, and Thomas L. Young.

Delegates also expanded the West-

ern State Representatives Retirement Plan by six members, with the conference director empowered to appoint one member.

New board members are Wendell Phillips, chairman; George Cavano, Joe Edgar, Lee Kearney and Wendell Kiser. Conference Comptroller Joseph Ballew was also appointed by Mohn.

In other action, delegates voiced an overwhelming approval to continuance of the WCT strike fund, and acted to instruct conference officials to devise a plan for continuance. This plan will eventually be submitted to the local unions for consideration and ratification.

Also, the conference adopted several housekeeping resolutions.

Delegates to the 28th Western Conference of Teamsters, held last month in Colorado Springs, Colorado, are shown listening to the opening remarks of Conference Director Einar O. Mohn.

28th WESTERN CONFERENCE of
TEAMSTERS



Fitzsimmons Outlines

Challenges to Labor

At Western Conference Meet

TEAMSTER GENERAL Vice President Frank E. Fitzsimmons told delegates to the 28th Western Conference of Teamsters in Colorado Springs last month that organizing the unorganized, developing new bargaining techniques, and extending the benefits of America's abundance to all are the challenges which face organized labor today.

Coming directly to the meeting from the founding conference of the Alliance for Labor Action, Fitzsimmons called ALA goals challenging and exciting, and declared that those goals will be met only if all local union officials in all conferences go to work.

Fitzsimmons said he considered the Western Conference as "sort of a yardstick" to measure just how fast a pace the International Union had to strike to keep pace. He declared that much of the new and bold thinking in the Teamsters today emanates from the Western Conference of Teamsters.

Reporting to the delegates on the affairs of the International Union, Fitzsimmons said that communications have been established with officials of the Nixon Administration, and reported that "much of what we see of the new administration, we like; some we don't particularly care for."

He made particular reference to the Administration proposals on collective bargaining for farm workers which would still place these workers outside the protection of the National Labor Relations Board.

To combat the forces of conservatism, the General Vice President urged delegates to take up political and legislative action with new vigor.

He warned that even though things seem to be striking an even keel in the nation's capital, the danger is that "we become apathetic and don't keep up our guard. We know," he said,

"that all that our members enjoy today in wages, hours and conditions can still be wiped away with one bad piece of labor legislation."

He called the 2 million membership of the International Union a milestone in the history of organized labor, but warned that it would be a hollow boast if we "do not give those members proper representation."

Along that line, Fitzsimmons reviewed the establishment of the Teamster Labor Institute, and pointed out that an important function of the Teamster school will be to equip local union representatives with the techniques necessary to deal with the changing nature of collective bargaining.

Talking about the Alliance for Labor Action and its broad social goals, Fitzsimmons declared that Teamster officials have much to be proud of for actions they have already taken in working for the total community good.

He urged delegates to return to their communities and publicize the things they do in their communities.

He said that the Alliance for Labor Action grew out of the realization that millions of unorganized workers must be extended the benefits of collective bargaining; that labor to survive as a social force, must attack the country's social problems; that those with no political power base from which to express their needs must be organized as our allies for the total community good.

The Teamster General Vice President reminded the delegates that much of this they are doing every day as they represent their membership, but they fail to publicize their good works and let others take the credit.

Fitzsimmons was given a standing ovation by the Western Conference of Teamsters delegates at the conclusion of his remarks.

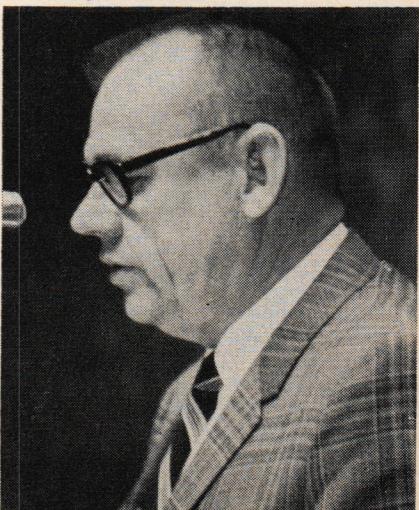


Frank E. Fitzsimmons

The Hosts



Hosting the 28th Western Conference of Teamsters was Joint Council No. 54. Above is Harry Bath, council president, and below, Richard Rhodes, council secretary-treasurer.



Labor Unions Must Attack**Social Problems, Mohn
Tells WCT Delegates**

EINAR O. MOHN, director of the Western Conference, told delegates to that group's 28th meeting last month in Colorado Springs that labor unions must enter the arena of social problems or suffer the consequences.

Mohn declared that the Teamsters traditionally has been a bread and butter organization and that he didn't see too much wrong with that.

But, he warned that it is becoming more difficult to bargain collectively because "we have traveled fast, and the cost has gone up," he said. He declared that the union movement today is faced with strikes in which scabs are recruited and in many instances they operate quite well.

He said it is past time to educate our membership to the changing nature of collective bargaining. He referred to the emergence of industrial conglomerates, and situations in which four or five conglomerates support another one in trouble on the collective bargaining front.

"This new technique has upset old bargaining techniques," he said.

Turning to the ferment in our society, Mohn warned that it may not be too wise to criticize others for fighting, when "we've thrown a brick or two," when they have no other way to seek a solution.

Mohn advised that the dissidents are not all foreign or black, nor do they share all of the problems. He said that retirees are poor and that so are the other minorities.

He declared that a lot of people are dissatisfied with a system and a scale of values which does not serve them.

"The students don't buy it and they join with the dissidents, and it is worth noting that the students don't come from the poor class of people."

The Western Conference of Teamsters director declared that no one



Einar O. Mohn

escapes the ferment of social crisis. "The schools and universities have not escaped it. The churches are caught up in the ferment. And unions won't escape," he declared.

"We cannot hide behind our contracts, our seniority lists and apprenticeship qualifications. We can't quote past glories in the trade union movement because these are meaningless to the youngsters," Mohn said.

"They demand more than history lessons, and we must make room for them."

"This is our challenge in our organization, and it is not too difficult to realize when we are only 10 years away from the day when the young will hold the majority."

"Meetings, schools, workshops—these are not enough," Mohn said. "We must become a force for the social good and advancement in the community," the Western Conference director declared.

**Wilkins Praises,
Chides Labor
At WCT**

ROY WILKINS, executive director of the National Association for the Advancement of Colored People, both congratulated and chided the delegates to the Western Conference of Teamsters in his address to the meeting held in Colorado Springs last month.

Wilkins congratulated the Teamsters for the formation of the Alliance for Labor Action with the United Auto Workers.

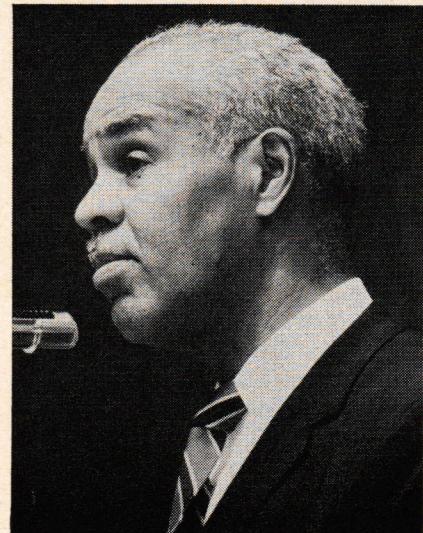
"It is an alliance which will be welcomed in many corners of the land because it addresses itself to matters outside wages, hours and conditions. Many are thrilled over the Alliance for Labor Action," he declared.

He acknowledged that neither the Teamsters nor the UAW are strangers to the NAACP. "We have known the UAW in Detroit and the Teamsters in St. Louis," he said. He mentioned the close association of Teamsters and the NAACP in St. Louis where the two organizations held neighborhood meetings to discuss segregation in the schools and urged the state legislature to act.

On the question of organizing the unorganized, Wilkins declared that this means organizing in the South where the Negro "has been ignored."

Of the Negro and his economic lot, Wilkins declared that the Blacks are poor people who live in a country of affluence and instant communica-

Roy Wilkins



tion. "They know how the other half lives, and this is the cause of disorder and dissatisfaction," he said.

The NAACP leader declared that the Negro knows he has only one life to live and feels he can't take the time to let things work themselves out.

He declared that unions have contributed to the poorness of Negroes by restricting their apprenticeship programs, although he granted that the building trades have improved slightly.

He reasoned that unions should not hold a person back solely because he is black. "But neither should you promote solely because he is black," Wilkins said.

Declaring that he couldn't think of a better union than the Teamsters to

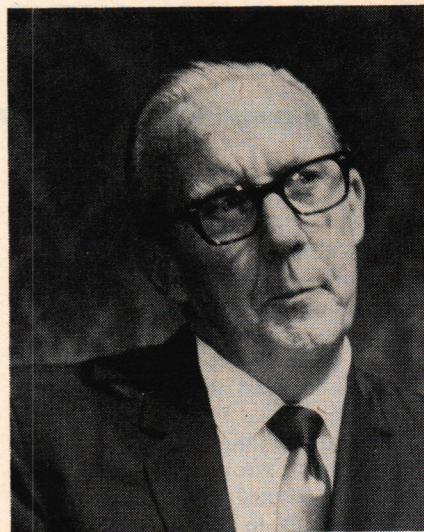
carry on the fight, Wilkins urged labor to go beyond the contract and out into the community in the area of housing and voting rights.

Warning that today we have two societies—one white, one black—he declared it is because of pervasive discrimination in jobs, housing, and education.

Of the future, he said that the intellectual community can do something about it. He said the churches can do something about it. He reasoned that the politicians will do as much as they are forced to do.

But, he declared that "the real change can come from the ranks of organized labor."

**Remember When
Laboring Men
Were Have Nots**



Murray W. Miller

MURRAY W. MILLER, International Union Vice President and Director of the Southern Conference of Teamsters, suggested to Western Conference delegates that "we go back and remember when we in labor were the have-nots, the discriminated against, if we need motivation to tackle today's problems."

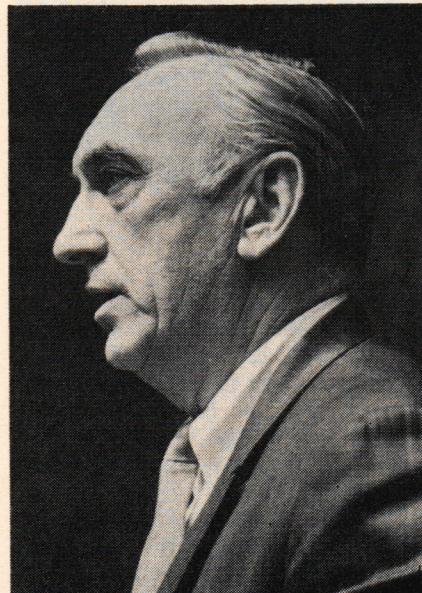
Miller recalled the days when "we in labor were hungry. I remember the days when we were beat over the heads. We were jailed as we built our unions. And, yes, we were burned out of our homes."

Miller suggested that the problem of racial division will be solved in a very simple manner when it is faced:

"We simply must provide for our black brothers what we have provided for our white members, and we must remember what was done for us," the Southern Conference director declared.

The nearly 500 delegates agreed, as they applauded both Miller's wit and his serious discussion of ways in which America's social ills can be solved.

The International Union vice president urged the delegates to accept the challenges of the Alliance for Labor Action and declared that the ALA will succeed in direct proportion to the amount of effort each local union officer expends toward the ALA goals and purposes.



Harold J. Gibbons

correct some very bad situations.

"The pressure is mounting upon the labor movement to do something and as labor people we have an obligation to contribute to the solution of social problems. This we can do through the Alliance for Labor Action, and I urge each and every delegate in the Western Conference to accept the challenge and participate to the fullest," Gibbons said.

HAROLD J. GIBBONS, International Union Vice President and Acting Director of the Central Conference of Teamsters, told delegates to the Western Conference of Teamsters that unions must reverse the trend of a shrinking labor movement in a growing labor force.

As a solution, Gibbons said "we must organize and we must develop techniques in the field of collective bargaining to deal with huge conglomerates."

He had high praise for WCT Director Mohn for his influence in the Alliance for Labor Action. Turning his remarks to the general theme of broadening the horizons of the labor movement, Gibbons declared:

"As labor people we have an obligation to contribute to the solution of social problems. We live in a period of turmoil all over the world.

"On the question of riots, people must be motivated to riot, and they are motivated by something very vital to their existence.

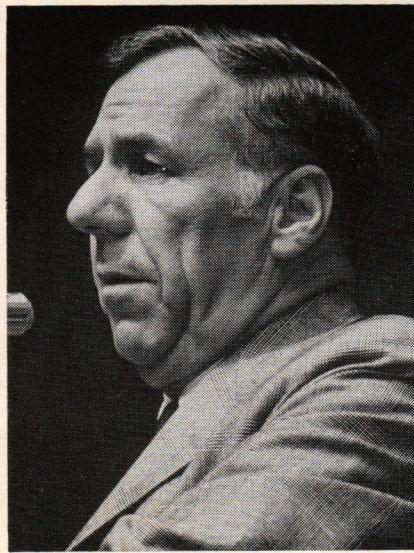
"We do not need more cops and tanks to solve the problems in the ghettos," he said. "What we need to do is to substitute justice for deep seated grievances among the disadvantaged and the young people, especially since the kids are determined to



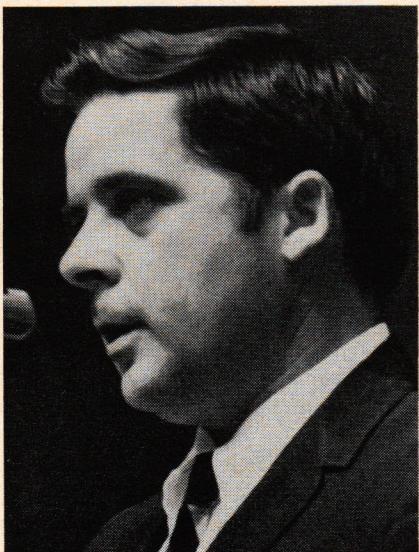
Joseph Diviny



George Mock



William McCarthy



Joseph Ballew, left, WCT comptroller, gave the conference financial report.

Ted Wills, right, secretary-treasurer of Local 517, recently elected Mayor of Fresno, addressed delegates.



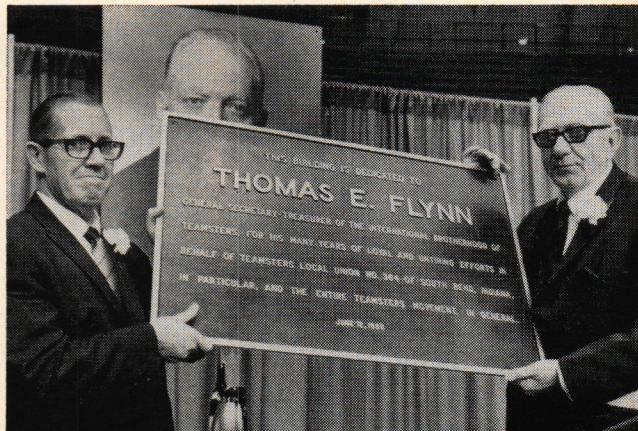
Newly elected members of the Western Conference of Teamsters policy committee are (left to right, seated): Joseph Edgar, Jt. Council 37; Albert Brown and Mark J. O'Reilly, Jt. Council 7; John H. Dillon, Jt. Council 38; Conference Director Einar O. Mohn; Thomas L. Young; Jt. Council 42; Alvin E. Hill, Jt. Council 67; Edward M. Lawson, Jt. Council 36; (standing) Richard E. Rhodes, Jt. Council 54;

Wendell Phillips, Western States Representatives Retirement Plan; Gerald A. Shearin, Jt. Council 38; George Sebestyen, Jt. Council 71; Arnie Weinmeister, Jt. Council 28; Bernard W. Volkoff, Jt. Council 42; Frank Donovan, Jt. Council 42; Norman E. Finley, Jt. Council 90; Robert L. Rampy, Jt. Council 23; and Floyd Mendenhall, Jt. Council 37.





Teamster General Vice President Frank E. Fitzsimmons praised the work of Flynn in the International Union. Seated at the head table (left to right) VP Ray Schoessling; Mrs. Fitzsimmons; VP Joseph Trerotola; Murrin; Mrs. Murrin; and Thomas E. Flynn.



Norman C. Murrin, president of Teamster Local 364, presents one of two plaques to Teamster General Secretary-Treasurer Thomas E. Flynn, in recognition of Flynn's service to the local union, to Indiana Teamsters, and to the International Union.

Tribute

Tom Flynn Honored by 1000 At South Bend Testimonial Dinner

NEARLY 1,000 friends and associates of Teamster General Secretary-Treasurer Thomas E. Flynn gathered June 12th in the Notre Dame Athletic and Convocation Center to honor him at a testimonial dinner hosted by Local 364 in South Bend, Indiana.

Sharing the honors of the evening with Flynn was his wife Mildred, who he married in 1933 in Chicago. Robert Flynn, son of the general secretary-treasurer and a Teamster general organizer, was a guest of honor.

Headlining the guest list of dignitaries were Teamster General Vice President Frank E. Fitzsimmons and

his wife, Pat. Other dignitaries included Mrs. Josephine Hoffa, wife of general President James R. Hoffa and national president of DRIVE Ladies Auxiliaries; Vice President and Eastern Conference Director Joseph Trerotola; and Teamster Vice President Ray Schoessling, of Chicago.

Norman C. Murrin, president of Local 364, was dinner chairman.

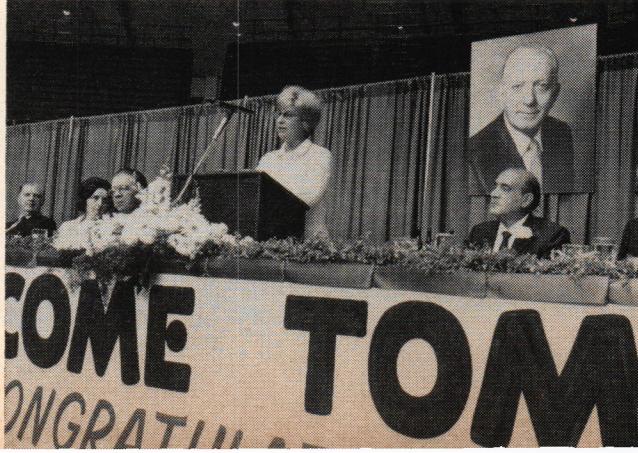
Flynn was instrumental in forming Local 364, back in 1937, when he organized new car-haul drivers into the union, and saw the South Bend local through its early years of growth.

His service to the union includes service as an executive assistant to the late General President Dan Tobin, a vice president on the general executive board of the International Union, and as general secretary-treasurer, a post to which he was appointed in March of this year by Mr. Fitzsimmons upon the death of English.

In appreciation for his leadership to Local 364 and to the International Union, Flynn was presented with two plaques. He responded that the greatest reward of all "is the friendship of a group such as this."

Local 364 President Murrin, dinner host, thanks his own staff, and other Indiana Teamster locals, including 1049 in Elkhart and 298 in Michigan City, for making the evening a success.

Mrs. Josephine Hoffa, wife of General President James R. Hoffa and president of National DRIVE Ladies Auxiliaries, brought best wishes of the Hoffa's. DRIVE is the legislative and political arm of the International Brotherhood of Teamsters.



From Local 251

Rhode Island Teamster Named 'Driver of Year'

Frederick J. Marsh of Teamster Local 251 in Providence, R.I., and possessor of a record of 2.5 million safe miles in a 29-year driving career, was named the 1969 "Driver of the Year" recently by American Trucking Assns., Inc.

ATA has named a driver-of-the-year annually for more than 20 years on the basis of outstanding driving records, courtesy and acts of heroism. Marsh rates an A-plus in all 3 categories.

2,000 Miles a Week

The 44-year-old Marsh began driving when he was 16 years old and is currently a line haul driver for Watt Transport, Inc., of Providence. His usual run takes him on an average of 2,000 miles a week between Providence and Jersey City, N.J.

Only last year, Marsh was honored by the City of Warwick, R.I., his home town, for helping to save 2 occupants from drowning when their auto plunged into the Providence river.

Marsh dove 30 feet to the bottom of the river to rescue a woman who let the car get out of control while taking driving lessons. Another Watts' employee helped rescue the teacher.

Nine years before that, Marsh had plunged into an icy lake to pull out a young girl who had fallen through the ice while skating.

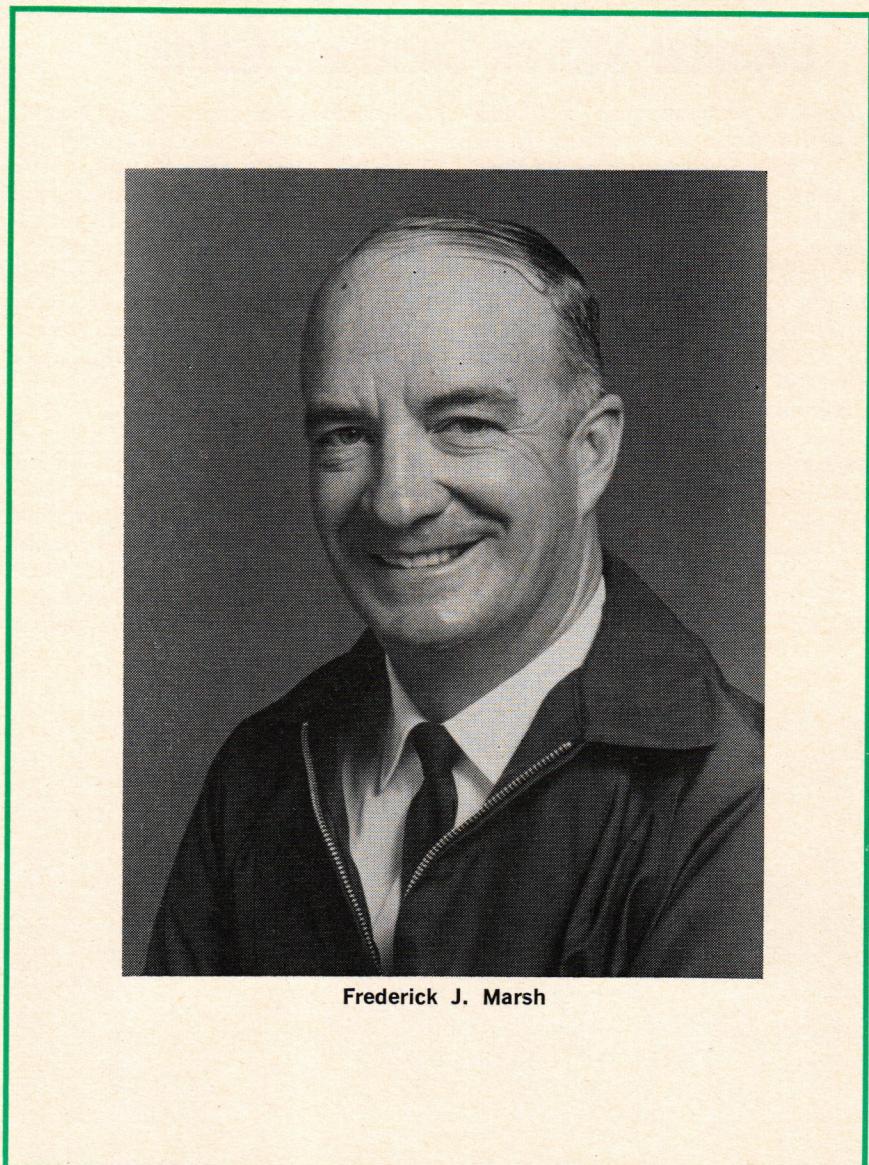
Emotions Are Key

Once while driving an interstate bus—his job before becoming a line haul driver for Watts—Marsh's safety valve on his brake line failed. An air tank blew and Marsh found himself going downhill through a small New England town without brakes.

He flashed his lights, sounded his horn and then straddled a median strip that was lined with small reflector poles. By swerving from side to side and striking the poles, he was able to slow the bus and bring it to a halt.

It is Marsh's opinion that emotions are the key to safe driving. "Your emotions can kill you," he says, "if you take them with you when you drive . . . it's not the vehicle that kills people; it's people that kill people."

Marsh believes motorists should



Frederick J. Marsh

think of their vehicles as a "weapon." He adds: "You've got to be careful with it, no matter how upset you are, or how bad your problems, or how you feel about other drivers. You have to be constantly aware of the power you hold in your hands."

Besides his driving, Marsh is busy in other areas, too, notably civil defense. He is the civil defense director for the city of Warwick and in less than 3 years has doubled that city's air raid shelter space. Much of his

time in this area has been spent training police and fire units on the nature of hazardous materials hauled over-the-road and what to do in case of an accident involving such material.

During World War II, Marsh worked as a truck driver with the OSS and the Dutch underground. It was during this period that he met and later married Maria Weerts. The Marshes have 2 children, a married daughter and a son stationed in Turkey with the U.S. Air Force.

In North Carolina

Members Overwhelmingly Ratify Colonial Stores Contract Gains

Drivers, warehousemen and maintenance workers have ratified by 105 to 3 a new 3-year agreement providing substantial gains at Colonial Stores in Raleigh, N.C.

R. V. Durham, president of Teamster Local 391 in Greensboro, N.C., said the settlement was reached after an 11-day marathon of negotiation. He was assisted by Everett Dotson, Local 391 vice president, and a 7-man rank-'n-file committee.

Covering some 150 workers, the contract provided—besides the wage hikes—a mileage increase for drivers and adjustments for city drivers, spotters, mechanics, clerks, checkers and other job categories.

Seniority language was improved so that any employee can bid on any job

that comes open under the agreement.

Other gains included a maximum of 3 weeks' vacation after 8 years on the job, an additional holiday bringing the total to 7, total cost of hospitalization insurance to be paid by Colonial, and increased out-of-work benefits due to sickness or accident up to 26 weeks.

An increased night shift and freezer room differential also was negotiated.

● Pest Control

Service men employed by Wil-Kil Pest Control Co., in Milwaukee, Wis., voted unanimously for representation by Teamster Local 200 in a recent National Labor Relations Board election, according to Frank H. Ranney, secretary-treasurer of the local union.

Minnesota Victory



Teamster Local 970 of Minneapolis, Minn., recently gained a bargaining unit of 226 members when the employees of Tel-E-Lect, Inc., manufacturer of utility equipment truck bodies, voted to disband their company union and go Teamster. The organizing committee (left to right): Back row—Earl Drange, Local 970 secretary-treasurer; Steve Boomgarden, Ed Nordby, Roger Stark, Roger Johnson, and Richard Ricketts, organizer; Front row—Gerald Johnson, Stan Hill, Ray Kerr, committee chairman, Lowell Schmidt and Jim Schindler. Also participating in the campaign were: D. F. Liljedahl, Local 970 president; Clem Reis, organizer, and Central Conference organizers Everett Halsey, Alexander Gallus and William Luedemann.

Foam Workers Vote Teamster At Elkhart

By a 2-to-1 margin, employees of PCF Foam Corp., in Elkhart, Ind., voted for representation by Teamster Local 1049 in a recent National Labor Relations Board election.

James Skipper, president of Local 1049, said the bargaining unit includes 35 workers. He gave credit for the win to an active in-plant committee which included Leroy Carrick, Sr., Leroy Carrick, Jr., Betty Morris, Sharon Morris, and also Wilbur Hiles, Local 1049 recording secretary, who initiated the campaign.

Skipper also expressed appreciation for aid from Bob Williams, director of the Teamster Paper Division, and Norman Murrin, president of the Indiana Conference of Teamsters.

● Plate Frames

Production workers employed by Benmatt Industries, Inc., and LaFrance Precision Casting Co., of Los Angeles, Calif., voted for representation by Teamster Local 986 in a recent National Labor Relations Board election.

M. E. Anderson, secretary-treasurer of Local 986, said the tally was 30 for the Teamsters and 19 for the Allied Industrial Workers. Some 54 workers were eligible to ballot. The company makes license plate frames and car dealer name plates.

Conveyor Belt Workers Vote For Teamsters

An organizing victory of substantial size in right-to-work Virginia was scored recently by Teamster Local 539 of Winchester, Va., as production and maintenance workers employed by Ashworth Bros., Inc., voted in a National Labor Relations Board election.

Edsel Peacemaker, Local 539 secretary-treasurer, said 80 workers employed at the company's metal conveyor belt manufacturing plant in Winchester were eligible to vote in the election. The score was 67 for the Teamsters and only 11 against.

Sopris Manor

Colorado Springs Local Sponsors Senior Housing



Taking part in dedicating new senior citizens' housing in Trinidad, Colo., were (left to right): Harry Bath, president of Teamster Joint Council 54; Robert D. Menapace, president of Teamster Local 146 which sponsored the project; Trinidad Mayor James E. Donnelly, and John Dykes, Local 146 secretary-treasurer.

A \$638,000 housing complex, a senior citizens' housing project sponsored by Teamster Local 146 in Colorado Springs, Colo., was recently dedicated at Trinidad, Colo., famous old mining town.

Sopris Manor, as the project was named, has 60 units. It was nearly filled to capacity on dedication day.

Harry Bath, president of Teamster

Joint Council 54, was the main speaker at the ceremonies and noted that Teamster interest in the welfare of senior citizens has been expressed through the years in excellent health and welfare and retirement plans embodied in Teamster contracts.

In addition, he noted, many Teamster organizations throughout the United States have become involved

in constructing apartments for senior citizens such as Sopris Manor.

Also taking part in the dedication was Robert D. Menapace, president of Local 146; Trinidad Mayor James E. Donnelly, and W. O. East, director of the Colorado Federal Housing Authority.

The project was constructed on a loan from the Prudential Life Insurance Co., and guaranteed by the Federal Housing Authority.

● Carpet Men

Carpet layers employed by S&S Floor Covering Service, Inc., in Baltimore, Md., voted for representation by Teamster Local 570 in a recent National Labor Relations Board election.

Borges Named Research Head of CCT

Ronald R. Borges has been named director of research for the Central Conference of Teamsters. He replaces Dave Salmon who now holds a similar title with the Western Conference of Teamsters.

Borges began his new duties with the Central Conference June 1, 1969.

Prior to accepting his new position, Borges was a wage analyst for the U.S. Department of Labor Davis-Bacon division, and served as a member of a U.S. senator's staff. He served two years as national director of the National Joint Heavy and Highway Construction Committee.

His most recent assignment has been with Greenlea Associates, a New York based research and consultant firm, acting as project director for the National Alliance of Businessmen, the AFL-CIO's Human Resources Development Institute's "Buddy System," in the 50 largest cities across the country.

Borges is a graduate of Providence College and attended Catholic University school of law. His experience in the fields of research, education and collective bargaining will be a valuable asset to the Central Conference and its affiliated unions.

Acting Central Conference Director Harold J. Gibbons, in announcing the appointment, said that all Central Conference affiliates should feel welcome to call upon his services whenever necessary.

Attention All Steel Haulers

PLEASE BE ADVISED that the United States Steel Corporation, Youngstown District Finishing and Shipping, has agreed to the following:

1. **ALL TRUCKS** will be loaded by U. S. Steel personnel.
2. Truck drivers will prepare their trucks for loading, including the initial horizontal blocking.
3. Truck drivers will direct the positioning of all lifts on to the truck, from a safe distance, through U. S. Steel personnel.
4. Truck drivers are not allowed on the truck while it is being loaded.
5. All additional blocking required, other than the initial horizontal blocks, will be placed by U. S. Steel personnel.
6. All crane signals will be given by U. S. Steel personnel.
7. The truckers mill pass must be made out accurately. Comments must be made of any unusual delays.

\$5,000 Gift

IBT and Eastern Conference Join in Grant to Aid Youth

The International Brotherhood of Teamsters and the Eastern Conference of Teamsters jointly responded to an urgent plea to aid a projected non-profit, non-sectarian educational and athletic club for boys in a Washington, D.C., renewal area with a \$5,000 grant.

Splitting the sum down the middle, the IBT and ECT gave the money for construction and development of the Kingman Boys Club to be located in the area where there was a flare-up of looting and burning last year following the murder of Dr. Martin Luther King, Jr.

General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn presented the pair of \$2,500 checks to John Thompson and Joseph A. Brewer who will head the boys club. International Vice President Joseph Trerotola, director of the Eastern Conference, was unable to attend the check presentation due to the press of business elsewhere.

Thompson is a former all-American basketball star from Providence Col-

lege. Brewer has several years' experience as a youth counsellor. They expect the club to serve an estimated 450 underprivileged youngsters.

District Local Gains Trio Of New Units

Teamster Local 33 of Washington, D.C., recently gained 3 new bargaining units in bakery and linen, according to August E. Lackey, secretary-treasurer of the local union.

Route salesmen and clerks employed by Virginia Holsum Bakeries, Inc., in Alexandria, Va., voted by a margin of 2-to-1 for Local 33 representation in a National Labor Relations Board election. The unit has 11 members.

The D.C.-based local union also won bargaining rights through a card check at American Industrial Rental Services, Inc., an industrial laundry which employs 12 route drivers in the District area. The same company also



General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn are shown presenting checks totaling \$5,000 to John Thompson (left) and Joseph A. Brewer. The grant, evenly divided between the International Union and the Eastern Conference of Teamsters, will go toward construction of a boys club for underprivileged youngsters.

Chairman



International Vice President Ray Schoessling of Chicago, Ill., recently was appointed chairman of the Chicago Metropolitan Fair and Exposition Authority which has the task of guiding the convention schedule at McCormick Place. Also recently, Schoessling was named to the Chicago police board by Mayor Daley.

agreed to recognize the union at its linen division in nearby Landover, Md., where 20 route men are employed.

● Canada Wins

The Canada Labour Relations Board recently certified Teamster Local 880 of Windsor, Ontario, as the bargaining representative for 30 drivers and mechanics employed by Kent Driver Services Ltd., and also certified Teamster Local 938 of Toronto, Ontario, as the bargaining representative for 25 drivers and garage workers employed by Tudhope Cartage Ltd., of Parry Sound.

Bus Workers Go Teamster In Ft. Worth

Bus drivers and maintenance workers employed by the Fort Worth Transit Co., Inc., in that Texas city recently voted for representation by Teamster Local 47 in a National Labor Relations Board election.

J. O. Allgood, Local 47 secretary-treasurer, said the vote tally was 117 for the Teamsters and 72 against.

More than 200 workers are in the bargaining unit.



James R. Hoffa

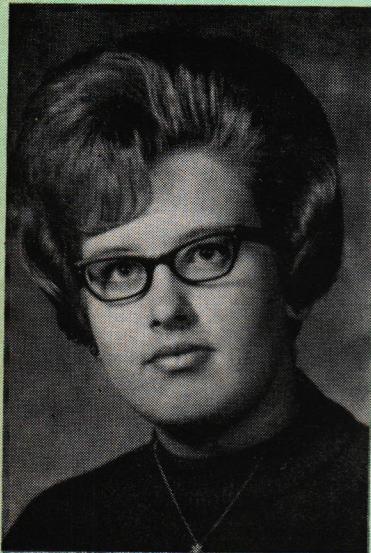
James R. Hoffa Scholarship Winners Named

EIGHT high school seniors, sons and daughters of Teamster members throughout the nation, have been named recipients of the 1968-1969 James R. Hoffa Scholarships, each worth \$6,000.

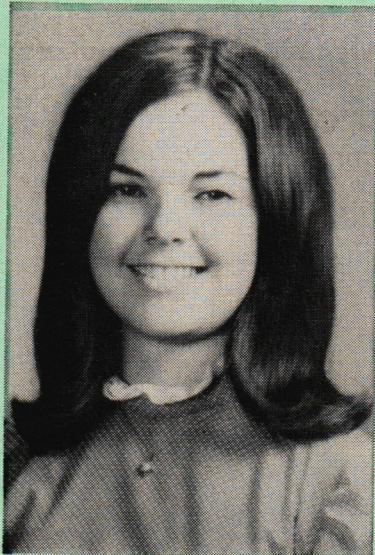
The grants, as provided for under the James R. Hoffa Scholarship Fund, were established by unanimous approval of the delegates to the 19th Convention of the International Brotherhood of Teamsters in 1966 as a living tribute to the dedicated leadership of General President James R. Hoffa.

This year the eight recipients, two from each Area Conference have been chosen from several thousand applicants by a Selection Committee consisting of Dr. Charles A. Lyons, Director of Admissions, Howard University, Mr. Joseph Y. Ruth, Director of Admissions, George Washington University and Mr. Joseph Chalmers, Acting Director of Admissions, Georgetown University.

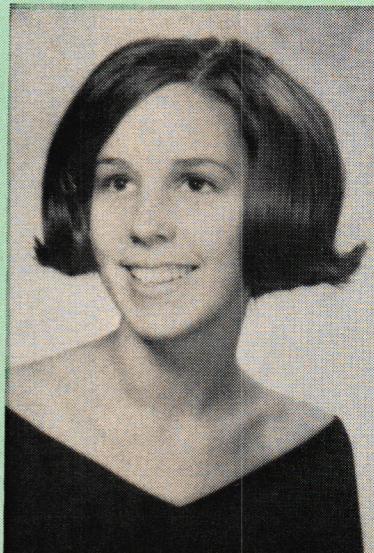
As criteria they have used such indicators as scholastic aptitude, high school average, rank in class, honors and awards, participation in extra curricular activities and counselors recommendations.



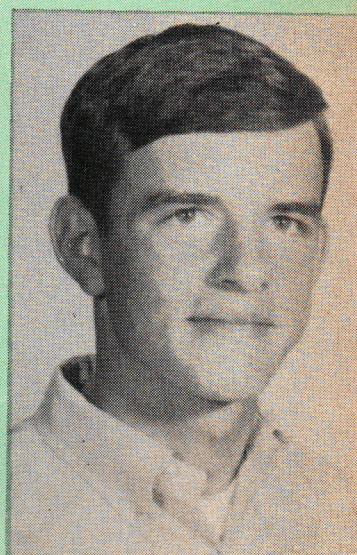
Connie Bevitt



Judy Nelson



Carolyn Bertoltti



Burke West

From the Central Conference of Teamsters, the Hoffa scholarship committee selected Connie J. Bevitt and Judy L. Nelson.

Connie, whose father, Howard Arthur Bevitt, is employed as a truck driver affiliated with Local 696, Topeka, Kans., plans to attend Kansas State University where she will major in political science and English. Connie was graduated first in her class of 402 at Highland Park School, Topeka, Kansas.

Connie is a recipient of the National Merit Letter of Commendation, and a member of both the National Honor Society and the National Forensic League. She has participated in government as a student representative, a member of the Young Democrats, and as a delegation chairman for a model United Nations program. Adding to an active schedule, she has also served on the executive board of the Future Teachers Association and worked as a library volunteer. During the summer she has augmented her income by working as a waitress.

Judy, whose father, Philip Andrew Nelson, is a milk deliveryman affiliated with Local 358, St. Cloud, Minn., plans to attend the University of Min-

nesota where she will major in physical education. Judy was graduated first in her class of 190 from Litchfield Senior High School, Litchfield, Minnesota.

Judy has been a member of the National Honor Society and has shown herself to be a leader by her selection as student council delegate to the state and district conventions. While maintaining an excellent academic record, she belonged to the Girl's Athletic Association and acted as captain of the cheerleading squad. Giving time to the concert choir, Judy has also acted as accompanist.

Selected from the Southern Conference of Teamsters were Carolyn A. Bertoltti and Ted B. West.

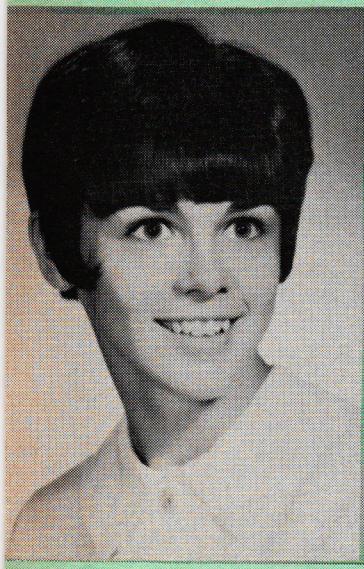
Carolyn, whose father, Marion S. Bertoltti, is employed as a refrigeration mechanic for a grocery chain and is affiliated with Local 991, Mobile, Ala., plans to attend Auburn University where she will major in business administration and accounting. Carolyn was graduated fourth in her class of 452 at W. P. Davidson High School in Mobile, Alabama.

Carolyn has indicated her outstanding academic ability by her membership in the National Honor Society and the National French Club, for

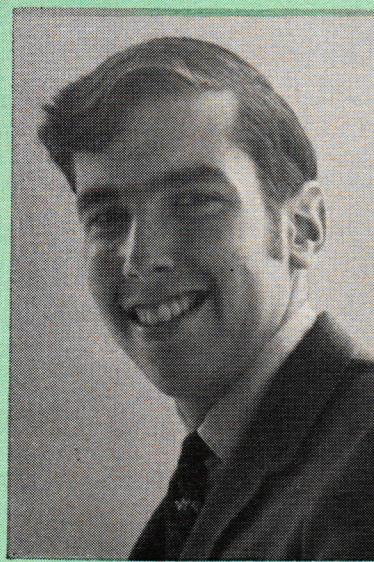
which she was a delegate to the State Federation at the University of Alabama, and by qualifying for a National Educational Development Test certificate. While maintaining a high average, she has avidly participated in many volunteer groups such as the March of Dimes and the United Fund, and has fully participated in her church, acting as secretary of her Sunday School as well as the accompanist for her choir.

Ted, whose father, Ted W. West, is a motor freight driver and warehouseman is affiliated with Local 891, Jackson, Miss., plans to attend Mississippi College where he will pursue a pre-med course. Ted was graduated first of a class of 134 at Pearl-McLaurin High School in Jackson, Mississippi.

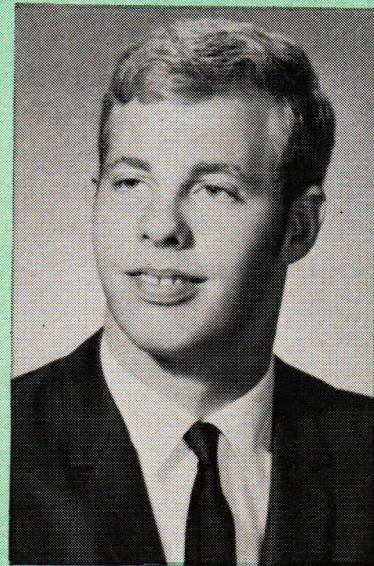
Ted has received several outstanding awards for scholarship, citizenship and science. While maintaining a high average he has also shown himself to be a leader: he was the student body president, the music leader and program director of his church, and secretary of his band council for which he was an accomplished oboe and bass player. While pursuing this active schedule he has also found time to augment his income by working as a drug store clerk and deliverer.



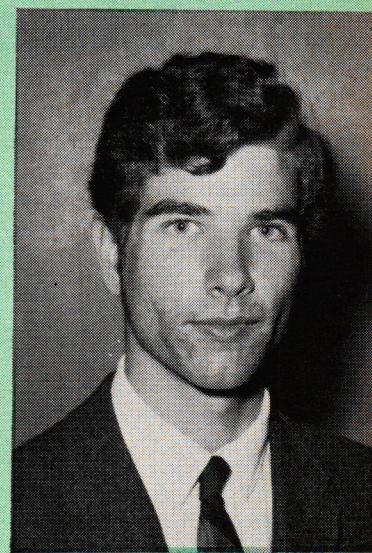
Carolyn Klein



Jeffrey Rosenfeld



Morris Balfour



John McCarthy

Selected from the Eastern Conference of Teamsters were Carolyn J. Klein and Jeffrey K. Rosenfeld.

Carolyn, whose father, Robert Eugene Klein, works as a chemical truck driver for Leaman Tank Lines and is affiliated with Local 773, Allentown, Pa., plans to attend Monmouth College where she will major in mathematics or computer science. Carolyn was graduated first in her class of 225 from Nazareth Area Senior High School, Nazareth, Pennsylvania.

Carolyn has been a four year member of the National Honor Society, a semi-finalist in the National Merit Scholarship Qualifying Test and has performed outstandingly in the National Scholarship Fund summer program. In addition to being feature editor for her school newspaper, she has received special recognition for the news column she writes for the *Bethlehem Globe Times*. While maintaining a high average, she has pursued various jobs, such as babysitting and tutoring, as well as participating in the school drama club and church choir.

Jeffrey, whose father, Daniel G. Rosenfeld, is employed as a wholesale milkman affiliated with Local 607,

New York City, plans to attend Massachusetts Institute of Technology where he will major in mathematics or computer science. Jeffrey was graduated third in his class of 1213 at Springfield Gardens High School, Springfield Gardens, New York.

A high achiever in challenging programs, Jeffrey has received the National Merit Letter of Commendation, the second prize in his school's Science Fair, and the Chairman's Award for Industrial Arts. His leadership abilities are indicated by his election to treasurer of Arista and his performance as senior patrol leader for the Boy Scouts. He was also a member of the varsity soccer team and has traveled cross-country by car. Since 1966 he has worked during the summers as an office boy, a messenger, and C. I. T. in a day camp.

Western Conference of Teamsters recipients of the James R. Hoffa scholarships were Morris A. Balfour and John M. McCarthy.

Morris, whose father, Sanford B. Balfour, is a bakery driver affiliated with Local 276, Los Angeles, Calif., plans to attend Stanford University where he will study history or sociology. He was graduated second in

his class of 540 at John Burroughs Senior High School in Burbank, Calif.

A recipient of a National Merit Scholarship Commendation letter, he has maintained a high grade average while pursuing a varied high school career, participating in the Burbank Youth Commission and acting as the 1968 Boys State Representative. Even with this full schedule he held down a thirty hour per week job at a food market. An adventurer as well as a scholar, he chose hitch-hiking to Expo '67 as the experience which most contributed to his life. He returned with a "great sense of self and man."

John, whose father, Arthur V. McCarthy, is employed as a newspaper wholesaler and is affiliated with Local 921, San Francisco, Calif., plans to attend Michigan State University, where he will major in language and mathematics. John was graduated first in his class of 64 at St. Joseph High School in Alameda, California.

John has been on the first honor roll since attending high school and has placed as a finalist in the National Merit Scholarship competition and the National Poetry Press Competition. Besides pursuing his honors, he has also been acting as a private tutor and volunteer teacher year around.

15 Grants

Western Teamsters Award Scholarships to Students

Teamsters Unions throughout the western United States and Canada for the 5th consecutive year have awarded scholarships to 15 sons and daughters of union members to help them obtain a college education.

The scholarships, worth a total of \$18,800, were granted by the Western Conference of Teamsters and its affiliates to recipients chosen from nearly 800 applicants. The awards bring to 68 the total number of students aided in furthering their studies since the program was initiated.

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, announced the scholarship awards.

Five grants worth \$2,000 each were given by the Conference to:

—Michael L. Kotewicz, son of Regis Kotewicz, a member of Teamster Local 961 in Denver. The boy plans to study marine biology.

—Linda J. Buck, daughter of Gilbert Buck, a member of Teamster Local 174 in Seattle, Wash. The girl plans to study teaching.

—John G. Moe, son of Grant Moe, a member of Teamster Local 208 in Los Angeles, Calif. He will study applied sciences.

—Kathleen S. Cox, daughter of William Cox, a member of Teamster

Local 484 in San Francisco, Calif. She wants to become a mathematics teacher.

—Jeffrey M. Cooper, son of Max Cooper, a member of Teamster Local 14 in Las Vegas, Nev. He will study engineering.

Teamster Joint Council 37 in Oregon awarded a \$1,000 grant to Janice R. Loomis, daughter of James Loomis, a member of Teamster Local 962 in Medford, Ore. She wants to study teaching.

The Teamster Western Warehouse Division gave a \$1,000 award to Scott W. Heaberlin, son of Agnes Heaberlin, a member of Teamster Local 206 in Portland, Ore. He will study nuclear engineering.

A \$1,000 award was given by the Teamster Western Cannery and Food Processing Unions to Arlene Uyetake, daughter of Shio Uyetake, a member of Teamster Local 809 in Portland, Ore. She will study teaching.

Teamster Local 588 of Oakland, Calif., gave a \$1,000 grant to Roy Hashimoto, son of Masatoshi Hashimoto, a member. The boy will study business economics.

Four \$1,000 scholarships sponsored by unions affiliated with Teamster Joint Council 42 in Los Angeles were won by:

Retiring Prexy



Peter P. Schultz (center), retiring president of Teamster Local 470 in Philadelphia, Pa., is shown receiving his first pension check from William J. Gormley (right), Local 470 secretary-treasurer. Observing the occasion is Charles J. Schaffer, administrator of the Teamster Pension Fund for Philadelphia and vicinity.

—Margaret A. Jenson, daughter of Alan Jenson, a member of Teamster Local 2707 in Los Angeles. She will study for a teaching career.

—Darryl L. Simmons, son of Lloyd Simmons, a member of Teamster Local 542 in San Diego, Calif. The boy will study law.

—Jana Waring, daughter of Ellis Waring, a member of Teamster Local 572 in Long Beach, Calif. She will major in English and political science.

—Pamela B. Canty, daughter of Thomas Canty, a member of Teamster Local 166 in San Bernardino, Calif. She will study teaching.

Teamster Local 2 of Butte, Mont., gave a \$400 grant to Linda Ratliff, daughter of a member of that union. The girl will study psychiatry.

Teamster Local 452 in Denver, Colo., gave a \$400 scholarship to William N. Noonig, son of Mrs. Mary Noonig, a member of the union. He will study aeronautical engineering.

Union Loyalty No Bar to Job Applicant

A trial examiner for the National Labor Relations Board ruled recently that an employer violates a job seeker's rights when requesting him to specify his union affiliation on an application form.

The examiner's recommendation in a case involving Red Arrow Freight Lines of Dallas, Tex., was a victory for the Southern Conference of Teamsters which had filed an unfair labor practice on behalf of Lyal L. Foster.

Hearing testimony disclosed that the company decided not to hire Foster when it discovered, through the application form question, that the applicant was either a member or suspected member of the Teamsters Union.

Use of the question concerning union affiliation, and the absence of any good reason for asking it, concluded the examiner, was generally violative of the law and infringed upon the job seeker's rights.

Subsequent to the filing of unfair labor practices, Red Arrow deleted the question from its form. The examiner recommended the deletion be made permanent by Board order and that Foster be offered employment as a driver.

Driver Helps Injured Man At Accident

Dave Clifton of Teamster Local 100 in Cincinnati, O., recently received the heartfelt thanks of a motorist he helped at an accident scene near Vera Cruz, O.

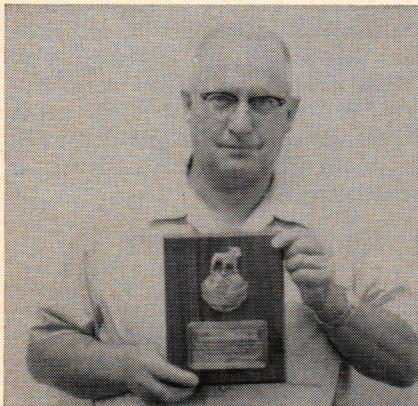


Dave Clifton

Clifton, a driver for OK Trucking Co., rounded a curve at night and his lights picked up the form of a man lying on the roadway. Upon stopping, Clifton discovered an automobile overturned and the driver, thrown clear, was injured.

Clifton helped the injured man into his truck cab and saw to it that the accident victim received treatment. After his recovery, Mr. Burr of Lynchburg, O., wrote a letter of appreciation to the Teamster.

Safe Driver



William Dickerson, a 23-year member of Teamster Local 83 in Phoenix, Ariz., is shown with a plaque he received for driving a Mack truck more than 1,550,000 safe miles. Dickerson works for Peter Kiewit Sons Co.

Record High

Intercity Motor Freight Tonnage Shows Increase of 9.4% in 1968

Tonnage of intercity freight transported by truck during 1968 increased 9.4 per cent compared with the previous year, according to an annual report released by the American Trucking Assns., Inc.

ATA said a survey of the operations of 2,273 Class I and Class II intercity common and contract carriers of property showed that the carriers transported a total of 568,072,045 tons of intercity freight last year.

The figure compared with 519,420,711 tons in 1967. The 9.4 per cent increase was the greatest annual gain since 1966.

Tonnage increases over the previous year were reported in all 9 geographical regions with the largest percentage increase being registered in the Midwestern region—up 12.7 per cent.

The common carriage share of the total tonnage last year was 91.6 per cent, the same as in 1967.

General freight carriers transported 40.8 per cent of all the intercity ton-

nage. Liquid petroleum carriers accounted for 22.3 per cent of the total tonnage. Nine major commodity class carriers reported tonnage increases; only carriers of refrigerated liquids reported a tonnage decrease.

Intercity freight transported by truck in the various regions during 1968:

New England—158 carriers, 19.6 million tons, up 6.2 per cent.

Middle Atlantic—539 carriers, 133.9 million tons, up 9.6 per cent.

Central—498 carriers, 142.5 million tons, up 12.6 per cent.

Southern—347 carriers, 83.3 million tons, up 8.2 per cent.

Northwestern—107 carriers, 37.3 millions tons, up 4.3 per cent.

Midwestern—156 carriers, 34.1 million tons, up 12.7 per cent.

Southwestern—165 carriers, 44.8 million tons, up 8.4 per cent.

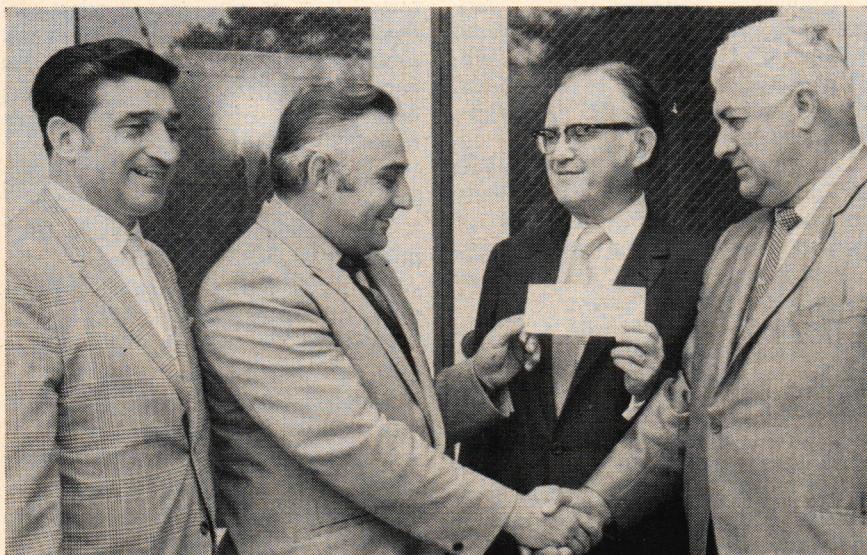
Rocky Mountains—60 carriers, 16.3 million tons, up 6.7 per cent.

Pacific—234 carriers, 56.2 million tons, up 7.0 per cent.

Fitzsimmons' Award



General Vice President Frank E. Fitzsimmons is shown as he receives a plaque in recognition of his efforts to combat birth defects. Presenting the plaque at a Baltimore, Md., March of Dimes luncheon in cooperation with the labor movement in that city was Joseph F. Nee, senior vice president of the National Foundation March of Dimes. Proceeds from luncheon tickets were donated to the John F. Kennedy Institute which is a birth defects center at Johns Hopkins Hospital.

Two Victories**More Than Half-Million Dollars Recovered for Local 456 Members**

Teamster Local 456 leadership and persistence accounted for a pair of victories recently which netted members more than a half-million dollars in backpay and recovery. Shown admiring one of the checks received after the long fight are: Peter Calabrese (right), Local 456 secretary-treasurer; Chip Revelese (left), business agent; Thomas Manzo (second from left), steward, and John Harold, union attorney.

Teamster Local 456 headquartered in Elmsford, N.Y., recently succeeded in closing out two cases victoriously with the result that backpay and awards totaling more than \$533,000 will go to members working as public employees in two cities.

After years of litigation, the local union won a decision recovering \$350,000 for members employed by the Village of Port Chester, N.Y. It also won an arbitration award in which it was ruled that the City of Yonkers, N.Y., must pay back wage claims totaling \$183,982 to members employed in that city's public works department.

Peter Calabrese, secretary-treasurer of Local 456, hailed the decisions as testimony to the value of the prevailing wage in New York State and as proof of the value in policing the contract.

In the first case, Local 456 filed "prevailing wage claims" under Section 220 of the New York State Labor Law with the State Industrial Commissioner. The filing required the commissioner to conduct wage surveys to determine what wages were

being paid in private industry for work similar to that performed by Teamsters in the Village of Port Chester.

The city delayed as long as it could and sought a court order to prevent the survey, only to lose in this tactic and submit to the commissioner's jurisdiction.

When the commissioner's decision came down awarding backpay, Port Chester sought to upset the recovery in court. Litigation lasted over a 5-year period, including a pair of appeals to the U.S. Supreme Court.

Calabrese said the recovery will be distributed to 67 members of Local 456 with some receiving as much as \$14,000.

He said the victory was proof that Section 220 of the labor law was not dead "despite the failure of many other unions to make it work. It is very much alive and can continue to protect all government employees, including state employees."

Calabrese added: "The unions must have members willing to go the route and lawyers willing to stay with it, no matter how long it takes."

He called the prevailing wage statute a "good, sensible and fair" law that can compel government to pay private industry wages to its employees.

In the Yonkers case, Local 456 filed a claim against the city for failure to pay longevity rates of 7 per cent after 10 years and 14 per cent after 20 years on the job as specified in the contract retroactive to January, 1965.

When the Yonkers city manager double-talked, avoided, promised and delayed time and again, Local 456—which had represented the city workers since 1948—asked the New York State Supreme Court to select an arbitrator and submit the dispute to him for binding arbitration as provided under the contract terms.

Extensive hearings were held before the arbitrator, Harry J. Smith, and the final award came to nearly \$184,000.

Calabrese noted that Local 456 had represented Yonkers city employees through both Democrat and Republican Administrations, and added:

"It makes no difference for we were always fighting for a good written contract and then servicing the members and administering the contract efficiently and effectively, day in and day out. We have an effective shop steward system so that all grievances are quickly processed. When we need to arbitrate, we do—like \$184,000 worth."

● Motel Win

Desk clerks, switchboard operators and other clerical workers employed by the Cabana Motor Inn at Palo Alto, Calif., recently voted for representation by Teamster Local 856 in a National Labor Relations Board election.

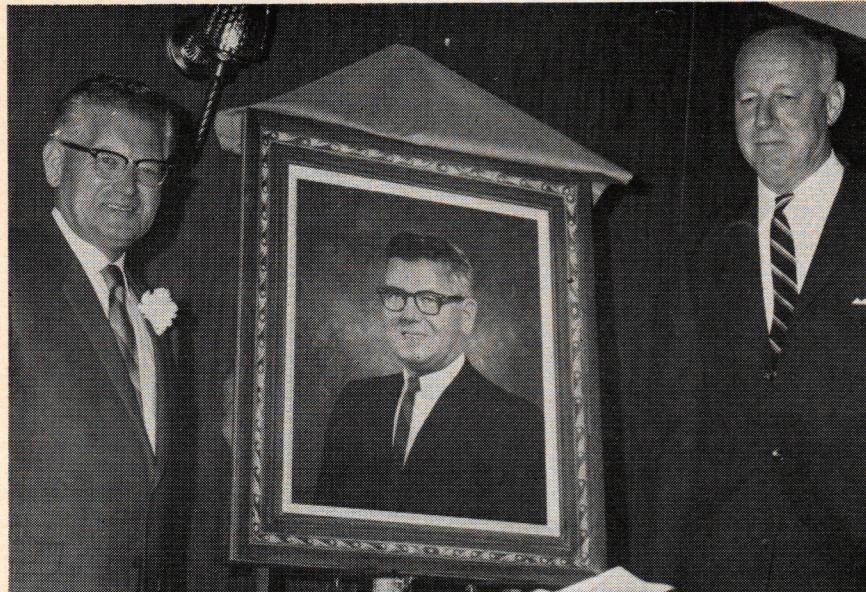
Rudy Tham, Local 856 secretary-treasurer, said 20 employees were eligible to ballot. The election tally was 9 for the Teamsters and only 1 against.

● In Montana

Teamster Local 190 of Billings, Mont., recently negotiated an agreement providing substantial wage increases and other benefits for 27 members employed by Wy-Mont Beverage Co., according to Hall C. Cowen, Jr., secretary-treasurer of the local union. The agreement included health and welfare coverage, an improved vacation program and other fringes.

In California

Public Building Named In Honor of Teamster



Walter L. Jones, long-time Teamster leader, smiles in appreciation for the gift of an oil likeness of himself present by Oscar Liebert on behalf of the community of Sunnyvale, Calif., in recognition of Jones' community service through the years.

Walter L. Jones, a business agent of Teamster Local 679 in San Jose, Calif., for 30 years, recently was honored by the community of Sunnyvale, Calif., in recognition of his 20 years' service on the city council.

Community leaders held a recognition dinner at which it was disclosed that a soon-to-be-built Sunnyvale Public Safety Department Center would be dedicated to Jones because he helped create the unique police-fire department. Also, Mayor Harold Shields declared the week to be

"Walter L. Jones Week."

The veteran Teamster was presented a tie tack bearing the city's emblem for his council service, and an oil portrait of Jones was given him as a result of a fund-raising campaign.

Jones, now 59 years old and due to retire next year from Teamster work, was a militant young leader when he first began organizing cannery workers. He has been president of the Western Council of Cannery and Food Processing Unions for a dozen years.

Master Craftsman

Detroit Teamster Relaxes With Wood Carving Hobby

When James Gray, a member of Teamster Local 299 in Detroit, Mich., wants to relax from the rigors of driving over-the-road, he takes out the old hammer and chisel and goes to work on a wood carving.

Through the years Gray has become a master craftsman at creating statuettes and flat carvings of pictures from wood. A driver for Long Transportation, he also takes a kit of tools with him on the road to pass the time



Teamster James Gray relaxes from his over-the-road driving by cutting a bust from wood with hammer and chisel.

when resting between long hauls away from home.

The son of a talented painter, Gray never cared much for painting but his inherited artistic qualities did find satisfaction in working with wood.

He picked up the art of wood carving in his spare time and his home is evidence of his skill, abounding with figurines and flat-carvings mounted in picture frames that he has refurbished.

Has Handicap

Oddly enough, Gray works on his wood with somewhat of a handicap, his hands having been injured some years ago so badly that for a time he had to leave his job.

After becoming skilled at wood working, Gray branched out some and now also does statues and paintings in stone and iron.

It takes Gray anywhere from 2 weeks to a month to complete a carving. He has become so skilled that people who see and admire his work are willing to pay anywhere from \$25 to \$200 for his product.

A member of Local 299 since 1957, Gray looks forward to the day when he can retire on a Teamster pension and be able to spend more time at his hobby which should give him added security.

Gray's first carvings were with small pieces of wood and a pen knife. Today, he hauls stumps of trees to his home and cuts out life-size statues. Much of his work is displayed in local taverns and clubs.

Gray's greatest admirers, of course, are his wife, Barbara, and their 3 children.

9th Meeting

New York Joint Council Reviews Health Programs

Labor and management trustees of the Teamster Joint Council 16 Health and Welfare Funds held their ninth annual meeting recently to review progress of Teamster Center programs and discuss the status of health care for New York Teamster families.

A feature of the 3-day meeting was a panel composed of some of the nation's top health experts who discussed alternate methods of delivering health care. The newest and best methods for providing the workingman and his family with top quality health care were talked about in detail.

One session was devoted to a presentation of the initial findings of an intensive study of the experimental Teamster Center program which ended last December after giving 1,000 Bronx Teamster families comprehensive medical care over a 30-month period.

While all the data was not yet analyzed, it was the conviction of program officials that this form of "hospital-based, group practice offering comprehensive care is the logical and most effective program within the context of today's modern medical service."

Medical directors of the Montefiore

Teamster Center and the New Center at the Long Island Jewish Hospital reported on developments and experiences which indicated that more and more Teamsters Union members are taking advantage of the free health services available to them.

The conference highlight was an address made by Wilbur J. Cohen, Secretary of Health, Education and Welfare in the Johnson Administration, and now dean of the University of Michigan school of education.

Cohen, considered a foremost authority on the subject of health needs in the United States, said the nation is still lagging in meeting its health goals.

"There are still 20 to 30 million Americans who do not have access to medical care," Cohen said, "and in 1969, schools of medicine in the United States were able to admit only 9,000 freshmen medical students of the 18,000 who were found qualified for admission."

He described medical care in this country as "a fragmented, jig-saw puzzle; it provides the best care in the world for some Americans, mediocre care for others, and for millions of people—no care at all."

Shown during a review of Teamster Joint Council 16's health program are (left to right): John Hoh, vice president of J.C. 16; Wilbur J. Cohen, former HEW Secretary, and Frank Wolf, management co-chairman with Hoh at the health and welfare fund meeting.



John Hoh of Teamster Local 3 and Frank Wolfe, management trustee, were co-chairmen of the event.

IBT Locals Lead All Organizing

Affiliates of the International Brotherhood of Teamsters, as usual, led all other unions in single-union organizing activity and success during the month of April, according to a report from the National Labor Relations Board.

Teamster local unions took part in 185 of the total 624 single-union elections participated in by all unions during the month—nearly a 30 per cent mark. Teamsters won 88 of the total 329 victories, or 27 per cent.

Of the 13,839 employees eligible to vote in the units won in single-union elections, 1,622 of them—or nearly 12 per cent—voted for Teamster representation.

Never-Say-Die Is Password In Manchester

Teamster Local 633 of Manchester, N.H., has finally been certified as the representative of 14 shop foremen, mechanics and garage helpers employed by Blue Line Express, Inc., in Nashua, N.H., after a year-long struggle following a National Labor Relations Board election.

Edward J. Pitman, Local 633 secretary-treasurer, said the election was held more than a year ago among 14 eligible voters. Eleven cast ballots. The tally was even with 1 ballot challenged. The result was 5 hearings all the way to a circuit court of appeals. Finally a year later, the challenged ballot was opened and a revised tally was issued by the NLRB showing that Local 633 was the winner.

"This was a long hard fight," said Pitman, "and it seemed that each time we would win, the employer would come back from another angle and take us on again."

He gave credit for assistance from Robert Wheeler, Local 633 business agent, and Ernest Bolduc, the worker involved in the challenged ballot.

Testimonial**'Mr. Teamster' of Connecticut Retires After 35 Years' Work**

Shown as they extended best wishes to Timothy M. Collins, retiring secretary-treasurer of Teamster Local 677 of Waterbury, Conn., are (left to right): Eastern Conference of Teamsters organizers John Hartigan, Joseph Cotter, Fleming Campbell; Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons; Collins; IBT Vice President William McCarthy of Boston; Eddie Nangle, secretary-treasurer of the Eastern Conference of Teamsters, and Tony Capone of the Eastern Conference.

Friends and associates put together a testimonial dinner recently to honor Timothy M. Collins, secretary-treasurer of Teamster Local 677—"Mr. Teamster" of Connecticut—who is retiring after 35 years in the Teamster movement.

The 63-year-old Collins first joined Local 677 in Waterbury, Conn., when the local union was chartered in 1935. He became secretary-treasurer a year later and remained in that office until retirement.

Collins served the Teamster movement in many capacities through the years. He was secretary-treasurer of Teamster Joint Council 64 from 1942 through 1947, and was president of the Connecticut Federation of Labor from 1940 to 1957 when the AFL and CIO merged.

In 1955, he was appointed recording secretary of the Eastern Conference of Teamsters, and in 1952 Collins received the "McAuliffe Medal Award" from the Diocesan Labor Institute as the outstanding labor leader in the State of Connecticut.

Collins' other jobs included: trustee

of the New England Teamsters and Trucking Industry Pension Fund from 1958 to retirement; trustee of the Connecticut Bakery-Milk Industry Teamsters Welfare and Pension funds from 1950 to retirement; trustee of Teamster Local 677's Health and Welfare Fund from 1956 to retirement.

As a Teamster, he served on the War Labor Board during World War II, also the War Manpower Commission and the Wage Stabilization Board.

His services as a negotiator on the committee for all area-wide agreements in milk, bakery and freight in New England has always been in demand.

• Armed Guards

By a 3-to-1 majority, armed security guards for the University of Chicago voted for representation by Teamster Local 710 in an election conducted by the American Arbitration Assn.

William D. Joyce, Local 710 secretary-treasurer, said 69 guards cast ballots. The vote was 50 to 18 with 1 vote challenged.

Roofing Mill Contract OK'd In New England

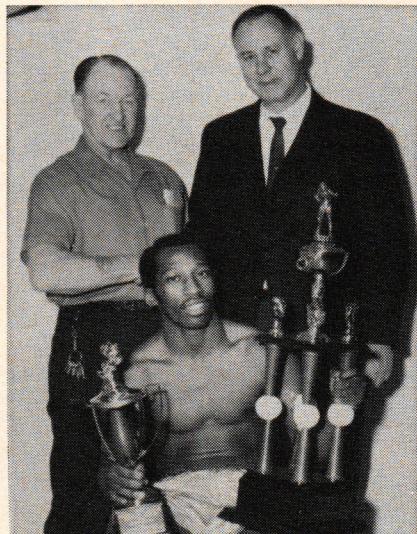
Seventy members of Teamster Local 735 in Norwood, Mass., have ratified a 3-year contract with the GAF-Rubberoid roofing mill in Millis, Mass.

Substantial wage increases were included in the agreement. Also negotiated were large gains in health and welfare and pension clauses, an additional paid holiday, an improved vacation schedule, and other benefits.

Vito Stonionis, Local 735 trustee and chairman of the bargaining committee, called it the best contract ever negotiated at the plant.

With Stonionis on the committee were Bob Williams, Teamster Paper Division director and his assistant, Dick Logan; Bruno DiCicco, president of the local union; Phil Wise, vice president; Tauno Johnson, secretary-treasurer; Auvo Aho, trustee, James Bliss and Manning Doliner.

Williams expressed appreciation for assistance from General Vice President Frank E. Fitzsimmons, his administrative aide, Weldon Mathis, International Vice President Harold Gibbons, and Nicholas P. Morrissey, president of Joint Council 10.

Boxing Buffs

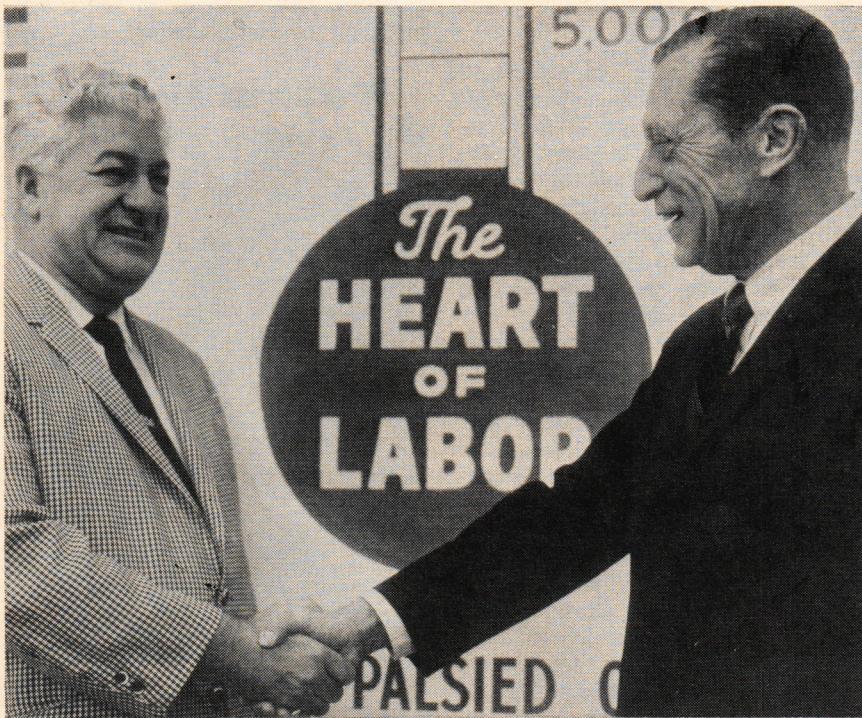
L. M. Robbins (standing right), president of Teamster Local 135 in Indianapolis, Ind., congratulates boxing trainer Bill Brown, a 28-year member of the union, and his successful protege, Eddie Beauford, who recently won the lightweight title in the National Golden Gloves tournament in Kansas City.

Peters Honored



General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn congratulated Donald Peters, president of Teamster Local 743 in Chicago, Ill., who was honored recently with the dedication of the "Donald Peters Vocational Training Center of Little City." Peters received a plaque as Little City board-member-of-the-year. Little City treats and trains mentally retarded children.

Aids CP Telethon



Peter Calabrese (left), secretary-treasurer of Teamster Local 456 in Elmsford, N.Y., receives congratulations from David G. Osterer, president of the United Cerebral Palsy Assn., of Westchester County, Inc., for his leadership role in helping to raise nearly \$9,000 in the New York City CP telethon. Calabrese is a member of the association's board of directors.

Authorization Rule Involves IBT Locals

The U.S. Supreme Court ruled recently in a group of consolidated cases that union authorization cards signed by employees were sufficient evidence by which the union could claim representative status to bargain.

Involved in the decision were Teamster Locals 347 of West Frankfort, Ill., and 404 of Springfield, Mass.

In one of the last opinions delivered by Chief Justice Earl Warren before he retired, the unanimous ruling of the court declared that it was not necessary for a union to also hold a certification election before being recognized as a bargaining agent.

The decision reversed earlier rulings by both the 4th Circuit Court of Appeals and the 1st Circuit Court of Appeals.

Besides the Teamster local unions, affiliates of the Meatcutters, Upholsterers and Food Stores Employees Union were involved. Four companies were a party to the consolidated case.

● Salesmen

Salesmen employed by Valley Motor Lines, Inc., of San Francisco, Calif., voted unanimously for representation by Teamster Local 856.

183 Teamsters Cited for Safe Driving

One hundred and eighty-three members of Teamster Local 110 in Johnstown, Pa., have received recognition for outstanding safe driving records as employees of Charlton Bros., Transportation Co., Inc., of Hagerstown, Md., and Lafferty Trucking Co., of Altoona, Pa.

Awards and prizes were awarded recently to 112 drivers working for Charlton Bros., representing a total of 545 years over a distance of 14,696,335 miles.

Seventy-one drivers at Lafferty were honored for safe driving by the Pennsylvania Manufacturers Assn., Insurance Co. Accepting the awards for the group was Robert Coppersmith who has a 22-year record of driving without a chargeable accident.



Alliance for Labor Action



Teamster General Vice President Frank E. Fitzsimmons and UAW President Walter Reuther express their happiness over the founding of the Alliance for Labor Action.

PRESENTED ON the following pages is a resume of the Founding Conference of the Alliance for Labor Action, formed jointly May 26th and 27th, 1969, by the International Brotherhood of Teamsters and the United Auto Workers.

Although the Founding Conference of the ALA was reported in the June issue of the *International Teamster* magazine, that report, was of necessity, only in brief form. The purpose of the resume on the following pages is to give the Teamster member a more comprehensive report of the Alliance for Labor Action, the events which led up

to its founding, and the actions which were taken by the Conference.

Your particular attention is called to the resolutions adopted by the Conference, as they reflect the broad goals and programs of the ALA.

In seeking a way to summarize the purpose of the Conference, the editors decided that Teamster General Vice President Frank E. Fitzsimmons did that excellently in the opening address to the Conference. His remarks to the delegates are printed in their entirety at the end of the Alliance for Labor Action resume.

AN IDEA IS BORN

By Frank E. Fitzsimmons

We in the Teamsters, for many months, have been gravely concerned over the many problems facing America, such problems as:

1. A pool of millions of unorganized American workers who labor for starvation wages and serve as a subsidy for low paying industries. They also serve as an ever-ready pool of strike breakers for union workers seeking to make work a dignified and meaningful pursuit.
2. A changing technique in bargaining to meet the changing nature of American industry, with conglomerates and mergers making industry even more secure in its fight against union strength and security.

3. A divided country, a division not only of race against race, but youth against the establishment, a military against the civilian sector, philosophy against philosophy, and industry against labor.

4. Riots in our cities, with the disadvantaged rising up against the forces which have kept them disadvantaged, making life in our cities precarious and unproductive for all.

5. Deterioration of our domestic life, with slums multiplying both in their physical nature and in the chaos of disorderly living for both those who live in the slums and those who live in the suburbs.

6. Political polarization in which

those with power bases solidifying their hold on America's abundance and in which those with no political clout are even more aimless and impotent to express their needs and demand solutions.

7. A continual waste of our natural resources on the wages of war, siphoning off energies and material needed domestically, with an even greater expense to American taxpayers, with the only return on the investment being death and destruction in lands where we are "committed" to help.

The Problems

Those, in brief form, are some of the problems which have bothered the leadership of the International Brotherhood of Teamsters for some time, and are some of the reasons why the Alliance for Labor Action was formed with the United Auto Workers.

But, how did it come about?

Often, it takes a great tragedy to move men to action, even though the problems have been well defined for some time. It was during the aftermath of a great tragedy, the funeral of the late Dr. Martin Luther King, Jr., that I happened upon Walter Reuther, president of the United Auto Workers, in Atlanta, Georgia.

Formal Meetings

We talked about the conditions which resulted in the assassination of a great American such as Dr. King. Our talk covered many of the problems facing America, and the only conclusion we could reach was that the American labor movement is a great force for good, when properly motivated, and could be a great force in helping to solve the many problems facing America. We agreed to talk further.

We passed each other in airports, and in America's great cities in the course of our responsibilities of representing our respective unions. And, finally, the meetings took on a more formal nature, until we resolved to bring the general executive boards of the two unions together for the purpose of outlining priorities and a course of action.

ALA Joined

That meeting of the joint executive boards took place in Chicago, July 23, 1968, and we outlined a declaration of purpose, and finding many areas of agreement, formally joined in the Alliance for Labor Action.

ALA Is Not A Competing Labor Federation

From the outset of discussions which led to the founding of the Alliance for Labor Action, both the leadership of the International Brotherhood of Teamsters and the United Auto Workers have stressed again and again that the Alliance is not a competing labor federation.

In my address to the founding conference of the ALA, I said:

"When the Alliance for Labor Action was formed last July, in Chicago, we made every effort to assure the world that the ALA is not a competitive labor federation. Indeed, it is the competition between labor organizations which we seek to place at rest.

"Yet, in spite of our efforts, there are those who proclaim today that the Teamsters and the United Auto Workers are at war with the AFL-CIO.

"Well, again I protest. We are at war with the conditions which must be corrected because they erode away basic American freedoms; conditions which destroy the American way of life for those who have gained the benefits of our abundance; and we are at war with the conditions which still deny the American way of life to so many of our brothers and sisters."

Again, we do not compete with the AFL-CIO. We do not propose another labor federation. The Alliance for Labor Action is open to all labor organizations which subscribe to our purpose of finding answers to some of our urgent social problems. But we do not seek to fragment the AFL-CIO. We do not compete with the AFL-CIO either for members of the various International Unions or for membership of the nation's workers. Our mutual aid pacts with the various AFL-CIO unions are still in effect and we will work to make those pacts meaningful and effective.

Our areas of cooperation with various AFL-CIO unions are still of much concern to us in the Teamsters, and we urge all Teamster affiliates to work to the fulfillment of those Mutual Aid Pacts.

Putting The Alliance To Work

Following the historic Chicago meeting, committees were formed to work on a course of action.

One committee was formed on Organizing the Unorganized. Fitzsimmons is chairman of that committee. Other committee members are Murray W. Miller, Teamster vice president and director of the Southern Conference of Teamsters; Teamster Vice President Ray Schoessling, of Chicago; Pat Greathouse, UAW vice president, and Douglass Fraser, executive board member-at-large of the UAW.

UAW President Walter Reuther is chairman of the committee on community and social action projects. Other members are IBT vice presi-

dent and director of the Western Conference of Teamsters, Einar O. Mohn; IBT vice president and acting director of the Central Conference of Teamsters Harold J. Gibbons; Emil Mazey, UAW secretary-treasurer; and Leonard Woodcock, UAW vice president.

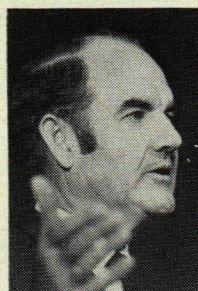
These committees worked many hours putting together programs to implement the intent and purpose of the Alliance for Labor Action, and it was on the framework of their planning that the founding conference of the Alliance for Labor Action was held in Washington, D.C., May 26 and 27, 1969, at the Washington Hilton Hotel, in Washington, D.C.

Founding Conference of the ALA The Guest Speakers

Senator George McGovern:

“... I want to join with you in the action you took yesterday, in calling for a deferral of the Anti-Ballistic Missile system, a system that I regard as a self-defeating effort to increase the security of the United States, a system that would in effect weaken our security by wasting resources that we desperately need to devote to the real problems in this country that are weakening us, that make us more vulnerable and that indeed threaten the national defense of the United States.

“And I am talking about these long areas of neglect right here in our own country, in the field of poverty and hunger and malnutrition and joblessness, and the pollution of our air and water, all of these problems that we are so painfully aware of, but which



always seem to get put in second place behind these military spending schemes.

“So, I congratulate you on the effort you took yesterday in calling for a deferral of this system, with reductions in military spending and progress on the disarmament front, which I think we all know is the only real way to a lasting peace.

“... let us never forget that however important it is to have a strong military defense in this country, that defense is no stronger than the health of our economy, the vitality of our political structure, the health of our people, the education of our people, the strength of our labor force, the quality of our schools and all of those things are in jeopardy when we devote too high a percentage of these precious resources to the arms of destruction.

“These are some of the concerns that are very deeply on my heart and in my mind in this critical year, 1969.

I suspect that they are the concerns that helped to form this great new Alliance between the United Auto Workers and the Teamster Union. I know they are matters of the deepest concern to your leadership, to those of you who are in this auditorium this morning.”

Secretary of Labor George P. Shultz:

“... I particularly welcome the chance to talk here because I have looked at some of the themes that you have set forth for this meeting. I saw a little press statement on Mr. Fitzsimmons' comments this morning, and



Mr. Reuther's and I found phrases like 'concern on the national domestic problems', and 'commitments for the good of the total community.'

“These are themes around which we can all unite. Now at the same time I am dimly aware that while these themes are themes on which people unite, there is also a certain symbolism in this meeting of a certain degree of disunity within the ranks of organized labor.

“... I do want to say a word about other aspects of the domestic picture and I think particularly from the standpoint of the Department of Labor, we have special interests in the problems of the disadvantaged and in trying to do something about them, trying to be as helpful as government possibly can be and I might say government working with private groups of all kinds, including unions. Now I think first of all when one addresses this problem the question of commitment is an important first question. And I want to say on my own behalf, on behalf of my colleagues in the Administration, I think if you will look at the personal records, which don't mean everything, but they do mean quite a lot, if you look at the personal records of what people have been doing with their time, their working time and their spare time, before coming into our present offices, you will find that the people involved have a record of commitment and I think that is an important point.

“... I say actions are important,

actions speak louder than words, and so forth, but I think you will agree and to some extent I think this meeting is all about the subject of commitments, so I return to those concerns that I quoted you on at the beginning of this talk, themes that we can unite on, themes we all agree on, and to borrow a phrase from the Urban Coalition that I know many of you belong to, both at the national and local level, I would like to conclude by saying that 'as you do we too give a damn about these problems.'

(Standing Ovation.)

Senator

Charles Percy:

"... I do not support now the new, so-called Safeguard (ABM) system. I say again it will be an escalation. You cannot build a defensive system without having someone build an offensive system. When they (the Russians) started to build what we

thought was an ABM system, what did we do? We built more offensive nuclear weapons to penetrate the defenses they had created.

"So every defense does call for another construction of an alternative offensive. It will cost more, and we didn't believe the \$6.8 billion figure and now the estimates are up closer to \$13 billion.

"I would simply say let's delay the decision now. There is no need to rush into deployment and production. You know better than anyone once you get a production line geared up and going it takes an awful lot to stop it. You've stopped a few of them on occasion.

"... I think it is up to us to have a balanced judgment, because I do not think we have the resources to let every branch of the military fight every conceivable war in every conceivable area of the world at any conceivable time. There just aren't those kind of resources left. I don't think we can police the whole world, and I think we and the world had better realize this.

"... let's build America, let's build it stronger, strengthen our institutions,

let's create the foundation and build on the foundation . . . I am more concerned today about the threat inside America than I am the threat outside America, no matter how serious that may be.

"I am concerned about the lack of will on the part of some of our people to want to solve problems, the disillusionment they have with the so-called Establishment. They feel we have lost our sense of direction, that we are satisfied with the status quo.

"I say we should turn our thoughts in this country to nation building at home; and in the interest of this country, nation-building in the United States is our first priority to ourselves, and the greatest responsibility to the rest of the world.

"... We have now adopted the legislation (on housing), and we now have to really work at it. Just as I think labor unions can be one of the greatest forces in organizing nonprofit organizations to help the poor own their own homes, using the legislation, the funds that are now available, the government guarantee to back it up, to help people help themselves pay off a mortgage instead of paying rent to some slum lord or some public housing project.

"Those are the kind of goals that will build a better and stronger America. We will get our young people actively involved, not marching in protest, but marching with us for something in a positive way.

"We spend a great deal of our time in labor and business and agriculture looking at the broad sweep of what is America, what kind of people do we want to be, what kind of a symbol to the world do we want to be.

"And, everything I see that labor is doing today and doing right here in this room is working toward that common purpose, and I endorse it 100 percent."

Curtis Counts, Director FMCS

"... As the Alliance for Labor Action initiates its ambitious and important programs to provide assistance, answers to the economic social and human problems that surround the collective bargaining process, it does so at a time when that collective bargaining process is undergoing serious

challenge by those that would substitute regulatory and other measures for self determination.

"As everybody in this room knows, collective bargaining is a complex and dynamic process. About the only constants are the ability to adapt to change and its ever-changing nature. One of the basic platforms of the Alliance for Labor Action is to provide the viability necessary to meet the dynamics of this change.

"1969 in my judgment promises to challenge that viability to the fullest. In 1969 there are better than 750 major contracts, major in the sense that they involve a thousand or more employees in each bargaining unit, that are being negotiated plus hundreds of smaller ones that have an importance or can have an important impact upon our economy and national security.

"There is a lack of expertise on the part of the bargainers, not on the part of the labor leadership, but on the part of the administrators that are responsible for bargaining in this sector. I think the lack of disputes machinery, the means to settle the problems that arise, is one of the problems that attaches to the public sector and makes this such an important problem.

"I think another thing is that many of the public employees operate under a civil service or a tenure system and that the ability to pay increased wages and increased benefits is derived not out of the competitive or profit system, but out of the tax structure.

"... Since the enactment of the Wagner Act in 1935, in my judgment, bargaining has really come a long way. Certainly it is not a perfect institution. It has its faults and shortcomings, as we all know; but I think its record of achievement compares favorably with that of other institutions. Certainly it compares favorably with education, business and government.

"To those of you who may be impatient with the bargaining process, who want to tinker with it, who want to revise it, or who want to replace it, I suggest rather that we improve



it. I suggest that we learn how to better exercise this important economic freedom to the end that we will be able to exercise our determinations by ourselves.

"Certainly, I want each of you to know that our agency stands ready to assist your two great unions and the Alliance for Labor Action in achieving that improvement."

... Now, Therefore Be It Resolved By The Alliance for Labor Action

Expressing the problems which concern the Alliance for Labor Action, and proposing solutions were eight resolutions adopted by the delegates to the founding conference. The resolutions were:

Hospital Workers' Strike Charleston, S. Carolina

Hospital workers in Charleston, South Carolina are struggling against hateful reactionary opposition to win recognition of their union and gain a living wage and improvements in their oppressive working conditions.

Since the beginning of their strike over two months ago, they have been fought by unyielding employers and political forces as reactionary and brutal as those which sought to keep millions of American workers from organizing and achieving economic

justice in earlier days of union struggle.

The Charleston hospital workers, members of Local 1199-B, Retail, Wholesale and Department Store Workers Union, are not seeking the legendary pot of gold at the end of a mythical rainbow. Their demands are modest, reasonable, practical.

They ask for recognition of their union. They want a living wage. They want improved working conditions.

Most of them were being paid a near-starvation rate of only \$1.30 an hour. They are proposing an increase that would raise their pay to the still paltry level of \$1.65 an hour. Those who oppose so low a wage for these workers enjoy much more than a living wage themselves.

Workers have historically had to struggle to win recognition of their union so they can gain a living wage.

But the struggle of the hospital workers in Charleston has a uniqueness which calls for more than the usual moral and economic support from workers everywhere.

When powerful employers and political forces can deny bargaining power to workers, they also can deny them the better life and improved wages and working conditions to which they are entitled. Organized workers must help the unorganized into unionization, for no other institution in our society will do this.

When workers without a union are exploited and short-changed, the living standards and conditions of organized workers are threatened. Sub-standard pay rates and conditions drag down the total economy of the state and disadvantage all of its people.

South Carolina's weak economy reflects this primitive reactionary opposition to unionism. The state has become notorious as a haven for runaway shops which see, through an oppressive anti-labor climate, low wages and poor working conditions. The percentage of organized workers in South Carolina is the lowest of any of the 50 states.

The state's annual per capita income is the fourth lowest in the nation. It amounts to \$2,213 a year compared to the national average of \$3,159.



First official action by the Alliance for Labor Action was the presentation of a \$25,000 check to the striking hospital workers in Charleston, S.C. Making the presentation to a representative of the hospital workers is IBT Vice President

Joseph Trerotola, director of the Eastern Conference of Teamsters, as General Vice President Frank E. Fitzsimmons and Walter Reuther, UAW President, look on.

But what makes the Charleston hospital workers' strike distinctly unique is that all the oppressive and brutal response to their pleas for justice comes from the government which is supposed to serve them and to which they pay their taxes. Instead of providing enlightened leadership in the struggle of the hospital workers, *the Governor of South Carolina has asserted that the state absolutely will not bargain with unions of public employees.*

This arbitrary and unreasonable position is directly contrary to the practice in numerous other states and cities and the Federal government which do negotiate with public workers and sign contracts with their unions and is contrary to the public policy of our nation which is committed to encourage collective bargaining.

The hospital workers' strike in Charleston, South Carolina presents a most unusual and compelling opportunity for labor everywhere to join ranks in supporting oppressed workers against a reactionary employer and irresponsible and callous leadership in state government.

The ALA pledges its full support and solidarity behind the striking hospital workers in Charleston, South Carolina in their struggle to win recognition and a living wage. As an expression of our support, the ALA Executive Committee has approved a contribution of \$25,000 to be used directly to assist the workers in winning their strike and just demands.

Comment: The resolution and the donation of \$25,000 expresses the concern of the Alliance for Labor Action for American workers striving to obtain union recognition, and as a consequence, decent wages, hours and working conditions. This action by the ALA gives immediate meaning to the goal of organizing the unorganized, and the intent of the ALA to help those who seek to help themselves.

The action also demonstrates that the ALA is not competing with other labor organizations, but is cooperating with them to achieve the original purposes of organized labor, to band together to accomplish in unity that which cannot be accomplished individually.

Organizing the Unorganized and Collective Bargaining

A continuing full scale effort to organize the unorganized and to bring

to them the advantages of union representation and collective bargaining is essential to the vigor and effectiveness of a dynamic labor movement.

Just as growth is the key to the future of the American economy, so growth is the key to the future of the American labor movement, for only through adequate growth can the labor movement represent the kind of dynamic and social force essential to enable our free society to meet the increasingly complex problems confronting us now and in the future.

The task of organizing the unorganized confronts the labor movement with an ever increasing and compelling challenge. New workers continue to enter the labor force in numbers many times larger than the present rate of organizing; the proportion of blue collar workers, who traditionally make up the bulk of the American labor movement, is declining while the ratio of white collar workers, largely unorganized, is increasing.

This dramatic shift in the character of the work force is accelerated as the technology of automation and electronic computers accelerates and the full impact of the second phase of the Industrial Revolution is extended to new fields and applied in greater depth to the basic industries.

Only as the millions of unorganized workers are brought into union membership will they win the benefits and enjoy the protection they and their families need. The unorganized workers need the labor movement and the labor movement needs the added strength the unorganized workers will provide so that labor can make its maximum contribution, not only at

the bargaining table, but, of equal importance, in the broad areas of national life where economic and social problems must be solved and community and national responsibilities must be met.

The Alliance for Labor Action assumes as one of its major tasks the mounting of a massive program to assist and aid in organizing the unorganized. To this end the ALA will commit the resources and the manpower, the will and the unity of purpose equal to the dimensions of the job that must be done.

The ALA Organizing Committee will be a permanent arm of the ALA, whose function it will be to develop, staff, and implement organizing programs designed to accelerate to the fullest possible extent the task of organizing the millions of unorganized workers.

The ALA Organizing Committee will select specific target areas for organizing campaigns—by city, area, and industry—and will promptly commit staff and resources to these organizing activities.

It is clearly the purpose of the ALA not to raid the memberships of established unions; it is, rather, to bring to unorganized workers the benefits and advantages of unionism and collective bargaining in the spirit of solidarity which has distinguished the American labor movement in the most successful, the most heroic and the finest hours of its history.

The ALA is committed to working cooperatively with bona fide labor organizations to organize the unorganized and to strengthen collective bargaining.

Teamster General Secretary-Treasurer Thomas E. Flynn is shown addressing the more than 500 delegates on opening day of the ALA Founding Conference.



The ALA pledges to extend its support in solidarity to workers regardless of their affiliation as was done in the recent strike of sanitation workers in Memphis and is currently being demonstrated in the strike of the hospital workers in Charleston, South Carolina, when such workers are engaged in a struggle for recognition and elementary justice in the face of the opposition of arrogant and anti-labor employers and callous government officials.

The purpose of the ALA is to revitalize the American labor movement, not to divide it. In this spirit we extend the hand of cooperation to any union prepared to join in building and strengthening the American labor movement in organizing the millions of unorganized workers who desperately need the benefits and protection that only organization can bring.

The urgency of this task necessitates that organizational activities be carried out based upon the sound policy that no union has exclusive jurisdictional paper claims that can veto the ability of a modern and responsible labor movement to extend the opportunities, the rights, benefits and protection of organization and collective bargaining.

Farm and Migratory Workers

In developing and implementing organizing programs, the ALA will pay special attention to the dire needs of farm and migratory workers.

Farm and migratory workers are among the most cruelly exploited group of workers in the nation. They are the lowest paid occupational group in America. They are forced to endure miserable housing conditions and deplorable working conditions. Basic social and medical services are almost entirely out of their reach and they constantly suffer indignities and harsh treatment by hostile communities which exploit their labor and deny them their human rights and their human dignity. Their children are denied educational opportunities; those who go to school spend too little time there and go to work in the fields at too early an age.

While the struggle of the farm workers continues in California among the grape workers and nationwide through the ongoing grape boycott, organizing efforts are underway in other sections of the country such as Ohio, Michigan, Wisconsin, Texas, Florida, etc. It is essential to the success of organizing campaigns among

farm and migratory workers in any one section of the country that organizing efforts be broadened in scope and become a nationwide program.

The most important basic legal right denied to farm and migratory workers is the right to organize their own unions and bargain collectively under the protection of the National Labor Relations Act. The powerful growers—the corporate farmers controlling tens of thousands of acres of land—have consistently and bitterly opposed farm labor organizations and their protection under the NLRA in order to continue to operate under the vicious law of the jungle under which they have kept farm and migratory workers repressed.

While expressly excluded from almost all benefits provided by federal and state laws, these workers have been denied effective political power to change such laws by residency requirements which almost always exclude them from receiving desperately needed help from public assistance programs.

After many years of repression and exploitation, farm and migratory workers are now taking determined and courageous action to form their own organizations and attack their own problems. They should receive the fullest organizational, financial and moral support in the effort to organize and win justice and human dignity.

Legislation is pending in the Congress to bring farm workers under the protection of NLRA and to limit the use of Mexican "braceros" as strike breakers.

In order to help meet the challenge of organizing farm and migratory workers, the Alliance for Labor Action will promote organizing efforts, working closely with other organizations and concerned citizens from church, civil rights and civic groups, in a broad and realistic national effort to organize farm and migratory workers. In such a national effort the ALA is prepared to commit substantial organizational, manpower and financial resources to win for farm and migratory workers their full rights and the economic and social justice and human dignity to which they and their families are entitled out of the wealth that their sweat and toil helped make possible in this affluent America.

The ALA will give strong and active support to legislation to bring farm workers under the protection of the NLRA and to prevent the abuse

of imported Mexican workers.

Collective Bargaining

Organizing the unorganized must be coupled with effective and constructive collective bargaining approaches in order to win for workers and the nation the full advantages and benefits of union representation.

The structure of labor organizations and the framework of collective bargaining are essentially the creatures of the dynamics of social, economic and technological change. As our economic institutions change, as the structure of corporations change, as our technology changes, the structure of labor organizations and the framework of collective bargaining must of necessity change to reflect these basic changes in our society.

The most significant current developments affecting collective bargaining are the revolutionary pace with which technology alters the methods and means of production, transportation and distribution and the rapid growth in the number and size of multi-industry (conglomerate) corporations in the national economy.

Industry's traditional lines of jurisdiction become increasingly blurred. A single conglomerate corporation may be involved in diverse industrial and commercial endeavor ranging from packing meats to building locomotives; from preparing food to producing sporting goods; from manufacturing textile machinery to building spaceships; from producing paint to assembling complicated electronic gear for aerospace use; from airline operations to moving picture production. There is literally no end to the variations of enterprise which may be combined under a single corporate structure.

Moreover, the applications of technological breakthroughs are not confined to a plant, a company or an industry. They become universal and increasingly blur the distinctions between worker functions in one industry as compared with worker functions in another.

No segment of industry or labor can escape the impact of the accelerating forces of scientific, technological and social change.

The structure of collective bargaining must remain viable and flexible enough to meet the challenges of these changes.

The growth of corporate conglomerates strengthens enormously the financial power and versatility of multi-

industry corporations. Diversity of products permits the corporation wider latitude in withstanding the fluctuations in the economic climate but it also adds measurably to its ability to thwart the achievement of collective bargaining gains for workers. The ancient rule of "divide and conquer" becomes reality as giant corporations take advantage of the tight jurisdictional divisions in the labor movement to trade on the weakness of one union to impair the bargaining power of other unions—all representing workers in the same corporation or the same industry.

Coordinated bargaining (in which unions under contract with or representing workers who service the same conglomerate corporations in manufacturing, transportation and distribution pool their collective bargaining power and know-how) is essential if unions are to respond effectively to the challenge of the corporate conglomerates. It affords the opportunity for workers to join ranks in a common front; it promises to blunt the "divide and rule" concept with which corporations weaken and defeat the workers' efforts to achieve economic and social justice.

Coordinated bargaining as a practical mechanism is only in its infancy. It must be refined, improved, strengthened.

Beyond coordinated bargaining, however, the labor movement must recognize that there are basic weaknesses in the present structure of the labor movement and of collective bargaining. The structure of the labor movement must ultimately and appropriately reflect the vast changes taking place in the structure of the nation's industrial and commercial institutions.

Vast slum areas, such as pictured here, are at the heart of America's social unrest and urban problems.



The labor movement must develop the capability and objectivity to re-examine its structure and to make such changes as are necessary to most effectively and efficiently meet the problems of workers in the context of the new technologies and the new economic structures of society.

A little over thirty years ago the labor movement underwent a wrenching structural change as it painfully but inexorably recognized the need for industrial type organization. The time has arrived when the labor movement must recognize the need to restructure once again; *for multi-industry conglomerate economic organization will require the multi-industry conglomerate organization of labor.*

The ALA therefore will devote its energies, resources, time and manpower to advancing and improving the concept of coordinated bargaining.

It will work toward the achievement of multi-industry conglomerate organization of the labor movement as the most effective way to respond to the challenge of the multi-industry organization of the economy.

It will seek to create and implement new mechanisms of structure, procedure and administration to maximize the ability of workers to achieve equity and economic justice in response to the rapidly changing social, economic and technological reorganization of industry and commerce.

The needs of workers, their democratic will, and the needs of our society must be the ultimate determinants of the structure of the labor movement. To meet the new challenges, the labor movement must "think anew and act anew". It must free itself from antiquated concepts and practices that have no relevance

with our 20th century technological society so that it can effectively cope with new problems and new challenges in realizing the new opportunities and fulfilling labor's historic role in our new and changing economic and social environment.

Comment: The rate of unionization has not kept pace with the growth of the labor force. Automation is changing the nature and character of the work force. Millions of workers, including industrial, service, government, white collar, office, technical and professional workers need to be organized. The working poor are still largely unorganized and disadvantaged. Organizing the unorganized is a moral imperative and a social and economic necessity.

This resolution is basic to the aims and goals, not only of the Alliance for Labor Action, but for organized labor generally if it is to survive. Gains made by those already organized can only be protected if the millions of unorganized are brought into the union fold. Only then can labor be removed from the market place as a competitive factor in goods and services.

America's Unmet Needs and the Urban Crisis

America is rightfully proud of its heritage of freedom, liberty and the individual pursuit of happiness. More millions enjoy the blessings of a free democratic and affluent society than at any time in the history of man. Yet we must recognize that the nation's social deficiencies still abound and become more pressing. Millions of Americans have still a long way to go before they are able to say "We too share in the good life".

With all its wealth, its wisdom, its love of freedom, America, nevertheless, is facing an era of crisis. The failure to fulfill the needs of its people, the failure to achieve economic and social justice, are reflected in a long list of issues on the agenda of America's unfinished business.

Urban Crisis

Our cities are in deep trouble as they grapple with overwhelming problems without adequate resources: poverty; unemployment and underemployment; inferior education; overcrowding; sub-standard housing; inadequate health services; lack of transportation services; the deterioration of community facilities; the pollution of air and water; the rising

rate of crime; and a host of other alarming and seemingly unsolvable difficulties.

Equal Opportunity

America's noble promise of equality and equal opportunity for all its people remains unfulfilled. The cancer of racism—both black and white—continues to threaten the achievement of the democratic goal of a truly integrated society, breeding the extremism and violence of a racially polarized and segregated community of people.

Poverty and Hunger

Thirty million of America's people live out their lives in grinding poverty, alienated, dispossessed, shut out from the better life which the increasing wealth of the total nation can provide. Millions go hungry and lack a balanced diet while we pay wealthy corporate farmers to hold their land in idleness.

The Elderly and Social Security

The nation's elderly receive shabby treatment as Social Security benefits, on which most of our elderly rely for a livelihood, remain chronically inadequate and fail to assure even the bare essentials for decency and self-respect.

The Children and Education

The children of the nation are threatened with educational starvation at all levels as citizens more and more revolt against the unfair and outmoded methods of taxation used to support their schools, as the educational deficits grow in the number of new classrooms needed, the number of available teachers, the failure to pay teachers adequately, the inadequacy of curriculum.

Consumer Protection

As consumers the citizens of the country remain unorganized, the victims of inadequate protection against price gouging, shoddy and defective merchandise, misleading and even fraudulent advertising claims, exorbitant interest rates and service fees on loans and installment buying. They are not even adequately protected against products and services which may be injurious to their health or dangerous to life and limb.

Living Environment

Affecting every man, woman and child throughout the land is our continuing neglect of our living environment. Polluted air and polluted water,

the residue of decades of misuse and neglect, threaten to suffocate man in the waste of his material affluence.

These and dozens more domestic ills plague the nation, begging for solution. The cost in human suffering and the toll upon future generations are beyond calculation.

National Economic Policy and Inflation

The cry has been raised: how can we afford to meet all these needs of our people? The answer obviously is: how can we afford not to?

Rising prices and the current general inflationary trend compound the dilemma in which we find ourselves as a nation. Government policies move to attempt to control inflation and yet these very policies slow down the rate of economic growth, adding to the unemployment rolls without visible impact on the upward surge of prices.

Unemployment has risen now for two successive months while the cost of living, as reflected in the Consumer Price Index in the last two months, increased at a rate of almost 9 percent per year.

A policy which slows down economic growth and yet does not stem the inflationary spiral can only lead to deepening, rather than alleviating, the crisis.

Such a policy is especially intolerable when the methods used are themselves misguided and ineffective as a means of subduing inflationary forces. This is not an inflation caused by an excess of demand over supply. That is evident from the fact that for the past nine months we have had sixteen percent of our manufacturing capacity lying idle, and we still have nearly three million unemployed workers seeking jobs, not counting those working part time for economic reasons and those who have given up looking for work they cannot find. Neither is it the result of gains made by workers, whose living standards have in fact been cut as a result of inflation. The buying power of an average factory worker's take-home pay has been declining since December 1965.

Instead, this inflation has resulted from the greed of those at the center of economic power who have abused that power to force up prices in order to increase their profits. This has been true of every major inflationary period since 1950. In a report on August 5, 1968, the *Wall Street Journal* said:

"In the past 20 years, there have been three distinct periods in which factory prices climbed substantially over a prolonged interval.

"In each instance, labor costs per unit of factory output were declining when the price climb began—and these costs continued to decline for a considerable period after the price rise was under way.

"In each case, corporate profits began to increase sharply well before the price climb started.

"Such facts, at least to some economists, bear an obvious message. 'The pattern is clear enough,' says Peter L. Bernstein, president of Bernstein-Macauley Inc., a New York investment counseling service. 'Instead of labor costs pushing prices up, what we see instead is a sort of profit-push. Profits are already well on their way up before prices begin to rise, and prices are well on their way up before wages begin to rise faster than output'."

In the meantime, misguided restrictions on our economic growth are damaging our economy and our whole society. They represent a retreat from the forward march we had been making toward full production and full employment. They are reducing the amount of national wealth we can produce just when we are called upon to strain every nerve to meet our needs at home and abroad. Reductions in essential government programs are crippling our efforts to eliminate poverty and create social justice for every American.

The present Administration and the Congress should re-adopt a policy to achieve the goals of the Employment Act of 1946—full production and full employment—and to remove the restrictions on economic growth, and invigorate all programs designed to meet America's deep social needs. The problem of inflation should be attacked not by reducing economic growth, but by adopting programs which affect those corporations and industries responsible for unjustifiable price increases, which are the root cause of inflationary pressures.

The cities and states alone cannot meet the needs of the people. The federal response to this era of crisis must be affirmative and constructive; for America must fulfill its destiny and provide for all its people—young and old, all races, creeds and color, in whatever station of life—the economic and social justice which is the noble commitment of a free society.

How can these goals be achieved?

First we must reorder our national priorities. We must realize that America cannot long be defended abroad if we permit the continuation of indefensible conditions at home. We must make far greater efforts to end the war in Vietnam. We must work together with other powers to negotiate an arms control agreement and end the arms race. We must cut the flabby fat of inefficiency, overpricing and unnecessary spending from our defense budget.

We must adopt a fair and equitable tax system that closes the loopholes through which the wealthy escape their fair tax obligation. And we must use the funds and resources that such policies make available to meet domestic problems and meet our social needs.

For our Cities

To save our cities will require a massive commitment of federal resources to help rebuild neighborhoods, to provide adequate, modern mass transportation, to create all of those community facilities that are still so sadly lacking.

We must make a reality of the promise of equal treatment for all, regardless of race, creed, color or financial condition. To this end we call for the following specific actions:

1. Full implementation and enforcement of civil rights laws; substantial increases in funds to assure adequate staffing in those agencies charged with enforcement.
2. Full enforcement and strengthening of Title VII of the Civil Rights Act of 1964 to give the Equal Employment Opportunities Commission adequate powers to eliminate job discrimination.
3. Vigilant and vigorous enforcement of the provisions of the Civil Rights Act of 1968.
4. The denial of any government contracts whatsoever to those employers who persist in denying their employees freedom from discrimination because of race, national origin, sex or union activity.
5. Federal law to secure equal administration of justice by ending the all-white jury system.
6. Public and private measures to assure equal access to justice in our courts, including fair and reasonable bail bond proce-

dures; legal assistance to the poor; legal aid in civil as well as criminal actions; and provision of adequate defense services at all hearings involving the possibility of a serious deprivation of liberty.

7. On the educational front we call for sharply increased efforts to eliminate *de facto* segregation in northern as well as southern schools; extension of quality early childhood education to every disadvantaged child in the country; reoriented vocational education emphasizing the work-experience training and the involvement of business and industry; expanded opportunities for higher education through increased federal assistance to disadvantaged students; revision of state aid formulas to assure more per student aid to districts having a high proportion of disadvantaged school age children.
8. The American labor movement must face up to its full responsibilities on the job front and intensify its efforts to open up employment opportunities for minority groups, including the higher paid and higher skilled jobs.

To Assure A Decent Standard of Living

To bring an end to poverty and hunger in America and to assure a decent standard of living, the ALA supports a comprehensive program of assured minimum income for all Americans, including:

Jobs

A job, at decent wages, for every American who is willing and able to work. If the private sector is unable to supply the necessary jobs, the federal government should become the employer of last resort and provide productive employment for all persons who are unable to obtain other suitable employment.

Minimum Wage

Increase in the minimum wage so that those who work will receive enough for their labors to live at least at a modest and decent standard of living. The \$2 minimum wage is a first step, to be increased then in line with the general movement of wages in the nation.

Social Insurance—(Social Security, Health, Unemployment Insurance, Workmen's Compensation)

Improvement of the social insurances—old age, survivors', disability, health insurance, and unemployment and workmen's compensation—to help fill the gap that now exists between income from work and needed income and services to maintain health and decency during periods of unemployment, disability, illness and retirement. Of equal importance is improved protection of survivors, who are predominantly women and children. Benefits in all the insurance programs should be substantially increased at all levels, including both minimum and maximum benefits. Provision should be made under Social Security for earlier retirement. Exemptions from payment of Social Security taxes by individuals with low earnings should be provided, similar to income tax exemptions. And contributions to the Social Security fund should be made by the federal government out of general revenues as well as by employers and employees.

Pension Reinsurance

We call also for a federal program of reinsurance to protect private pension plans.

The systematic accrual of pension funds to meet future benefit costs has been recognized by responsible unions and managements as a sound general method of underpinning promised pensions. However, business failures, plant shut-downs and other factors arising from technological change and competitive forces have resulted in the unforeseen and often abrupt termination of an otherwise sound pension plan at a time when currently accrued assets are insufficient to meet accrued benefit liabilities. Such pension plan terminations all too frequently subject affected workers to the double tragedy of lost jobs and loss of substantial prospective pension rights at a stage in life when they have little or no opportunity to earn further benefit entitlements.

Well-established precedents exist for broadly based, self-financing federal insurance mechanisms in the cases of home mortgage financing and bank deposits, and a similar approach to the problem of pension plan terminations—through legislation establishing pension reinsurance—can be achieved at relatively nominal premium cost to

individual plans.

The ALA therefore urges prompt Congressional action in the adoption of a comprehensive, federally-administered insurance program guaranteeing meaningful pension plan termination protection of workers' benefits.

Adequate Income Allowance

An adequate income allowance should be assured for all Americans whose income is not sufficient to afford them a modest and decent living standard. In addition to employment and social insurance there must be assurance of an income floor below which no family or individual should be permitted to fall—this floor to be provided through a system of children's allowances or a negative income tax.

National System of Welfare

The present welfare system is historically obsolete. It destroys individual initiative and incentive and robs people of their sense of human dignity.

A drastically reorganized, federally financed public welfare system must be established for those who temporarily may not qualify for other programs. This system should establish national standards and uniform benefit levels, regardless of the location of recipients, and provide for eligibility based on the already proven income certification test. The program should be augmented by the services of qualified professional personnel competent to assist the disadvantaged in their efforts to cope with their problems and in overcoming the obstacles which block them from full participation in our society.

Education

We must recognize that state and local governments are no longer able to finance the educational requirements of our nation. Adequate federal funds must be provided so that in every state and community we can build the new schools we need, pay adequate salaries to attract the additional teachers we need and provide expanded opportunities for higher education to all who wish it and can use it, while at the same time reducing the crippling burden of educational costs on state and local taxpayers.

Protection of Consumers

Protection of consumer interests

should have a high priority. We call for the establishment of a Department of Consumer Affairs and an independent, non-governmental Consumer Council to represent consumer interests; reform of insurance abuses, especially in the field of auto insurance; strengthened and vigorous enforcement of the Federal Disclosures Act, and defeat in State legislatures of the so-called National Uniform Consumers' Credit Code which would subvert the purposes of the Federal Disclosures Act; passage of all needed legislation to protect consumers against products that endanger health or safety, or that are fraudulent, and publication of data on such products by the Food and Drug Administration; protection against the abuse of economic power by monopolistic or semi-monopolistic corporations in their relations both with consumers to whom they sell and suppliers from whom they buy; and compensation for the innocent victims of crime and their families.

Our Living Environment

To end the destruction of our living environment through pollution of our air and water, we call for creation of a Federal Department of Natural Resources, supported by strong anti-pollution legislation; organization of a People's Lobby against Pollution, and establishment of a Council on Environmental Quality, composed of laymen and experts, to serve as a link between the Federal Department and the people; a Federal Recreation Service, with authority to acquire more land for recreational areas, possibly financed from oil shale revenues; elimination of visual pollution by billboards, exposed junkyards and land disfigured and made barren by strip-mining; U.S. cooperation in the International Biological Program for research on the exploitation of resources in and under the sea.

These proposals and others brought to this Conference deal with the more glaring of the ills and problems that afflict our nation today. This ALA Conference pledges its support of these and other measures to enrich the quality of life for all Americans, and we urge the affiliated unions to mobilize their leadership and membership in vigorous action to bring them to realization.

The ALA Conference urges the leadership of the ALA to request an appointment at an early date with President Nixon and the appropriate

members of his Cabinet and also to request appointments with the majority and minority leadership of both Houses of Congress to discuss these urgent questions and to present the views of the ALA concerning them.

Comment: This resolution directs itself to a matter of concern for all Americans. What good does it do to have the best contracts in the world, providing for the best wages, hours, conditions and fringe benefits, if the country is in such a state that the benefits of the contract cannot be enjoyed? The fruits of our labor are only enjoyed in peace and tranquility. If our cities are on fire, if our brothers and sisters are in want, if the country is divided, no one can live a meaningful life.

Until we solve the problems of urban blight, the problems of equal opportunity, poverty and hunger, and all of the problems of America's unmet needs, a meaningful life will escape even those who share in America's abundance.

America's Housing Crisis

America's housing crisis is staggering and it continues to worsen, for the forces of decay and demolition continue to outrun our efforts to rebuild and rehabilitate.

At a minimum, we must meet the objectives of the 1968 Federal Housing Act, which calls for a ten-year national goal of 26 million new housing units, including at least 6 million units for low income families. In recent years, we have produced only about 50,000 subsidized housing units a year, or only one-twelfth of the annual volume projected in the 1968 Housing Act. The National Commission on Urban Problems recently stated that there are 11 million substandard or overcrowded housing units in the United States—and it called this a very conservative estimate.

The shame of the nation is the state of our cities. Our center cities continue to decay. These cities more and more consist of spreading ghettos that are enclosures of poverty and racial discrimination. These ghettos breed permanent despair, and rip the fabric of our society.

Our goal is to build livable communities that provide and assure the basic rights and amenities of a civilized society to all the American people.

We must not only construct an adequate number of low cost housing

units, but we must achieve a proper mix of housing, industrial and public facilities coupled with the delivery of essential social services in sufficient quantities.

The task before America is long and difficult. It will require massive resources both from the federal government and the private sector. But money alone cannot accomplish this task. Substantial reforms and increased involvement of people at all levels of our society will be needed to cure our housing ills.

Both the public and private sectors must make a more significant and greatly increased contribution in a co-operative and coordinated carefully planned attack on America's housing crisis.

We must recognize that we cannot hope to meet housing needs of millions of American families unless we abandon old methods and practices and apply to this problem new concepts, new ideas, new social inventions.

- 1) We must end the scandalous speculation in land which is inflating land cost, through the creation of urban and regional land banks.
- 2) We must develop long range financing of housing to reduce the cost of mortgage money and general financing.
- 3) We must face up to the problem of antiquated and restrictive building codes which fragment the housing market and pyramid the cost of housing. A national system of performance stand-

ards to insure the highest standard and quality and to meet the needs of geographical conditions should be developed to cover all federally financed housing construction in order to facilitate the assembly of a mass market so that the economies of scale can be achieved in the construction of housing.

- 4) The federal government should allocate adequate resources and create an appropriate organization to facilitate and encourage massive research and development in the housing field—in design, materials, new construction methods, maintenance problems, land utilization, water sewage and environmental problems—and enlist the fullest cooperation and participation of the private sector and the universities in this effort, with appropriate opportunity to facilitate the participation of American consumers.
- 5) We must apply to the housing industry our most advanced technological capability and managerial and productive know-how, our most creative product design capability, and the use of new materials. Only in this way can we reduce the cost of construction and increase the volume needed to make high quality, attractive housing available at a price that millions of low and moderate income families who desperately need housing can afford.

Organized labor must organize the non-union workers, to make the labor movement strong enough to meet today's corporate strength.



A nation that has the technological capability of developing and producing a space vehicle with all the sophisticated scientific technical gear needed to put a man on the moon certainly has the technical capability of building high quality, attractive houses more efficiently and more economically.

America will place a man on the moon in the next few months. We shall do this because we made a national commitment to do so. No less a national commitment is needed to meet the urgent challenge on the housing front and the many other domestic problems.

The Alliance for Labor Action pledges an all-out effort at the national and local community level to mobilize the national commitment needed to meet and solve the nation's housing needs.

The Alliance for Labor Action will work with all concerned groups, such as the National Urban Coalition and local community groups, in a cooperative effort to maximize community participation. We will join in contributing seed money and will cooperate to make pension funds available for the financing of housing. We will give special emphasis to the special housing needs of retired workers and low and moderate income families, of migratory workers.

The Alliance for Labor Action will work to build well planned communities and neighborhoods that will provide a full range of opportunities for quality education, adequate transportation, community facilities, social services and equal employment opportunities.

The Alliance for Labor Action will support efforts to create a national housing market of a volume large enough to achieve a flow of production that will provide increased employment opportunities to workers in the inner cities and will provide year-round employment to workers who have been victimized by the seasonal nature of the construction industry.

National Legislative Action

Making necessary administrative breakthroughs requires promptly setting some basic comprehensive policies at the national level. Such actions are prerequisites for meeting the Congressional promise of providing decent housing for all Americans within the next 10 years.

ALA urges the present Administra-

tion to support, and Congress to enact legislation to achieve the following:

- (1) fund the Housing Act of 1968 fully at the levels authorized by Congress;
- (2) fund programs in advance so that cities after having planned and programmed will have the capability to make those plans operational;
- (3) institutionalize advance land acquisitions and land banking so that land will be obtained for housing and other public purposes. A rational land policy should empower the Federal Government to:
 - (a) pre-empt local zoning and building codes in federally subsidized housing;
 - (b) assemble large parcels of land through direct acquisition of that land for subsidized housing and related facilities;
 - (c) pay the cost of relocation, demolition and acquisition.
- (4) the Federal Government should exercise its authority of eminent domain to acquire land directly to assure the construction of low cost housing.
- (5) enact a uniform and modernized building code based on *performance standards*. The legislation should formulate and approve standards for the construction of buildings, to provide a mechanism for testing and approving technology innovations, provide a system for evaluating experiences of public and private programs affecting building, provide for research and building technology, and assemble and disseminate technical data relating to standards and building technology;
- (6) reduce the general level of interest rates on indebtedness for housing. Inflation must not serve as the cover for rising interest rates. The housing needs of millions of American families must not be sacrificed in the fight against inflation.
- (7) enact a uniform relocation law that operates on the principle that no one will be displaced unless relocation housing is available which meets the wishes and requirements of

those displaced. The basis of compensation should be "equivalent value" so that owner occupants can acquire decent housing without incurring increased indebtedness;

- (8) guarantee tenants in publicly assisted housing their rights to organize and bargain collectively with housing management on a basis that prohibits interference, intimidation or retaliatory evictions;
- (9) expand housing choice by overcoming suburban barriers to low and moderate income housing.
- (10) develop a federal system of incentives and sanctions that will, in fact, achieve open housing.

State and Local Action

ALA will urge states and localities to meet their housing responsibilities. We view such action as a necessary supplement to concerted national action. Each state should have an Urban Affairs Department staffed by capable people.

The soundest programs, no matter how well conceived, must be administered at the local level. Federal policies are not self-executing.

ALA will help to implement sound federal policies. In the community strong and effective advocacy is needed to overcome the institutional paralysis that grips too many federal and local officials. ALA will strive to serve locally as a community ombudsman on housing policies.

ALA pledges to cooperate with the National Housing Partnerships and the local counterparts of the National Housing Partnerships and the National Urban Coalitions and the Local Coalitions.

Comment: We have both a moral and an economic obligation to work for goals of this resolution. Our cities, where our members work, and where many live, are in a state of decay. Not enough housing, of all kinds, is being built in this country to keep pace with the population explosion, let alone keep pace with normal deterioration of existing structures. Not only are we morally obligated to work for decent housing for everyone in the nation, but we are economically obligated to repair our cities so that they will be attractive and healthy places in which to work.

Community Unions

The rip-tides of poverty, depriva-

tion and alienation threaten the foundations of our society. We are in a time of crisis within our nation that looms as large a menace to our democracy as any struggle we have waged for freedom.

As economic and social inequities deepen, the separation and alienation of the various segments of our society widen.

The greatest victims are the poor. The poor are powerless. Without economic or political strength, they have been allowed by an indifferent affluent society to drift into the dead-end of social neglect.

As individual unions we have demonstrated over the years a continuing concern for the poor. We must continue to fight hard, as we always have in the past, for legislation to benefit those in need—minimum wage guarantees, quality education, decent low-cost housing, jobs, guaranteed incomes, medical care, increased social security, etc. We have consistently fought for effective legislation to meet these human needs.

It is clear that the future growth of the labor movement will be deeply affected by what is done—or not done—in this country to deal with the massive and complex problems of the rural and urban slums; problems of poverty, of unemployment and underemployment, of bad housing, lack of adequate health and educational facilities, and the difficulties involved in making public and private agencies more effective in addressing themselves to these problems, given the almost total lack of organization among the urban and rural families directly affected.

We can continue to influence the course of events by pressing for adequate legislation dealing with urban and rural poverty. What is needed and what we can offer is the skill in organization and negotiation which are in short supply in the communities where poor people live.

In addition to helping the poor through seeking enactment of appropriate legislation, we have the responsibility of helping them by a commitment of meaningful resources and know-how, and our direct involvement with the poor in dealing with the many problems in their communities.

What has been missing is the most important—most human—element of all: direct involvement, direct participation.

We must have direct involvement,

direct participation, direct kinship with the poor. We need to build person-to-person communication with the human victims trapped in rural and urban slums.

We also need to work with the people in the center cities to devise new organizational structures which can respond promptly to the needs of the neglected neighborhoods. The present structures of our unions are not adequate to reach the isolated human beings living in poverty. Our unions are organized to deal with the wages, working conditions, and related problems of our members in connection with their jobs. Organization on the job is not the proper instrument to negotiate directly with public officials about the breakdown of public services in poor neighborhoods, for example, or with slum landlords about exorbitant rents and horrible living conditions, or to attack the core problem of poverty besetting an entire community.

We need new structures which can be developed within a community itself by those who live in the community. We need new structures that respond to the problems and needs of the people as they define them. We need structures that flow from and are a part of the community and not imposed upon it from the outside.

The constituent unions of the ALA have developed much skill and know-how over the years in the organization of workers, in negotiations, and in dealing with both private and public agencies. Out of our experience, we became expert in self-help activities at the local or neighborhood level.

In these structures, we as unions, and our members as concerned citizens, must become participating partners with the poor.

It has become apparent in recent years that the skills that have made our unions strong are the very skills that are critically needed in urban and rural areas where millions of the unemployed or working poor are obliged to cope with the neighborhood and community problems requiring organized action.

In this supportive role, we can make practical use of our organizing and negotiating experience to help the unemployed and the working poor to help develop the skills, organization and economic and political strengths they must have to achieve self-sufficiency and self-direction.

That this can be done in an effective practical way already has been demonstrated in the development of the concept of what has come to be called "community unions".

The form which a community union may take is flexible, depending upon the problems, needs, leadership, and objectives of the community itself. In Watts, California, for example, the community union concept has been developed and implemented by the Watts Labor Community Action Committee, which brings together union and community support to work on basic problems of poverty in the neighborhood. Committee members are residents in Watts who understand and are dedicated to their neighborhood.

The Watts LCAC has achieved notable success in developing economic self-help projects, including operation of a gas station, a poultry farm, a nursery and is currently involved in a major economic and training project in Saugus. They waged a successful campaign to locate a new hospital and modern medical facility in their community and stimulated, together with other neighborhood groups, the building of many vest pocket neighborhood parks.

In Delano, California, the organizing of farm workers into a union has been coupled with a modernized concept of a service center which is, in essence, a community union approach. The concept of the service center arises out of the problems of farm workers and their families, which go far beyond their work places. The service center is concerned with relationships with the various communities in which the workers find themselves as they pick the crops in the field, relationships of families to local governments, health facilities, police, etc. and of children to schools.

In a densely populated urban area, the East Los Angeles Community Union, working primarily with the Mexican-American community, is in the process of developing a spectrum of programs from housing to job-creating enterprises. Here, again, the experience of the union members living with the community is being directly applied to the needs of the community, and the labor unions give direct support to the East Los Angeles Community Union.

The successful practical application of the community union concept in these areas has served as a demonstration that these techniques are

capable of rebuilding relationships between unions and the poor. It has demonstrated that the development of the community union concept can make a creative contribution to significant social change by helping the poor and disadvantaged to help themselves by building organizations and achieving a sense of power, purpose and self-reliance.

The ALA, in recognition of the urgency of dealing with the pressing problems of the poor and the disadvantaged, the unemployed, the under-employed and the working poor, pledges resources and its organizational skills and know-how working directly with the poor in their communities, helping them to build self-help organizations and to achieve the influence and leverage needed to move their problems to solution.

To this end, the ALA Community and Social Action Committee will employ a full time director and staff and we will mobilize the broadest participation of our unions' leadership and membership.

The ALA will work to strengthen existing community groups and will cooperate in helping build new community unions in key selected areas on the West Coast, in the South, the Midwest, the East and in Canada.

The ALA recognizes that the poor are everywhere in the United States and Canada. They are white and black, Mexican-American, American Indian and Puerto Rican.

The ALA will extend the hand of cooperation to help them help themselves achieve a better life of security and human dignity.

The ALA welcomes the cooperation of labor, religious, civil rights and community groups in this task of achieving economic and social justice for America's disadvantaged through the process of peaceful social change.

Comment: This resolution deals with the heart of trade union success—strength of numbers. By organizing community unions in the cities and in pockets of poverty, we can assist people in need in helping themselves. We can help them, and ourselves, to organize to demand of politicians and city fathers those services which one should receive from the city in which he lives. We can ally ourselves with unorganized minorities for the social good, and to some of labor's security causes which by ourselves we often do not have the power to effectuate.

Health Care and National Health Insurance

The right to good health care is increasingly being recognized in America as a fundamental human right, yet millions of Americans—and not only the poor and dependent groups but large numbers of middle income self-supporting families—do not have equal access to the high quality health services which our modern medical sciences can provide.

The United States is already spending more on health care, estimated at \$58 billion in 1969, and a larger percentage of Gross National Product, estimated at 6.5%, than any other industrialized nation in the world.

Americans are not receiving satisfactory health protection for their huge expenditures in the chaotic non-system of health services, as evidenced by the leading national and international health indices—

Tens of thousands of babies are dying needlessly in America. Between the years 1953 and 1966 the United States dropped from 8th to 13th place in infant mortality. Our rate of 23.4 per 1000 live births compares with an average of 19.9 for economically advanced nations of Western Europe;

The health of American men and women is not as good as the health of men and women in many other countries despite the fact that we spend so much on health care. More American males are dying in their productive years of 40 to 50 than in fifteen other countries of the world.

Only about one-third of consumer health expenditures are covered by private insurance and some 30 million Americans have no coverage at all. The costs of health care in the last ten years have soared twice as rapidly as the increases in the cost of living.

Our wasteful, disorganized, inefficient complex of public and private programs provides little incentive to organize our health care "delivery" system to make the most appropriate and effective use of our vast medical resources and to remove the present financial, geographic and social barriers to comprehensive and reliable health care services.

The United States is the last remaining industrialized country in the world which does not have a national health insurance plan which would assure all its people at least minimum

guarantee of access to needed medical care.

America is still far away from a comprehensive solution to the critical health problems and health needs of the total population including the special problems of the poor, the elderly and the middle income families whose savings can be wiped out by a single serious and prolonged illness.

The present program of Medicare, with its many limitations and deficiencies, continues to maintain economic and social barriers to the use by the elderly of the best and most comprehensive range of health care services which are available to the well-to-do.

Both under Medicare and Medicaid, the country has experienced skyrocketing medical costs as a result of the lack of established standards for meaningful cost and quality controls, and the greediness of some providers of health services. These programs, especially Medicaid, are continuing to give massive financial support to limited second-rate medical services provided to the beneficiaries, not as their right, but on the demeaning basis of charity medicine. Neither program has been able to achieve the quality, economy and efficiency of comprehensive care, including preventive health measures, which have already been demonstrated in prepaid group practice programs serving hundreds of thousands of union members, such as the Community Health Association of Detroit, the Labor Health Institute of St. Louis, the Kaiser-Permanente Health Programs, H. I. P. of New York City and others.

The ALA hails the formation of the Committee for National Health Insurance and pledges its full support behind the efforts of this Committee to move America forward to a national health insurance system that will be uniquely American and will preserve the best features of our present system while overcoming its serious shortcomings to the end that high quality hospital care can be made available to all the American people.

The efforts of the Committee for National Health Insurance have met with affirmative and enthusiastic response.

Prominent national figures from all sectors and sections of the nation have agreed to serve on and participate in the work of this Committee—doctors, religious leaders, businessmen, labor leaders, civil rights leaders, university scholars, etc. This Committee for Na-

tional Health Insurance deserves and needs the support of all liberal and progressive forces in the country concerned with the health of the American people.

Until a comprehensive national health insurance program is available to solve the problem of financing medical care services and provide modern health services as a matter of right to all Americans, the ALA urges:

1. That Medicare should be revised to correct some obvious deficiencies, and to improve the program by:
 - (a) the removal of artificial and arbitrary time limits on the duration of necessary care in hospital or extended care facilities;
 - (b) the removal of patient deductible and co-insurance payments under both Part A and Part B of Medicare;
 - (c) the provision of necessary prescription drugs on an outpatient basis, without cost, given the fact that elderly persons spend more than twice as much for drugs as the population as a whole;
 - (d) the inclusion under Part A of the cost of services provided by hospitals to both inpatients and outpatients and the cost of professional and technical personnel related thereto, so that the current program will no longer interfere with the traditional means of operation of hospitals;
 - (e) the extension of Medicare to all beneficiaries receiving Social Security Payments;
 - (f) the provision of a single capitation system of payment to group practice plans which would permit them to more economically render a more comprehensive level of service, covering hospital, medical and other services which can be made available by such plans; and
 - (g) the strengthening of federal regulations for standards of quality and cost controls, particularly to stop the present escalation of medical care cost through

the abuse of the "Reasonable and Customary" method of payment to physicians.

2. That the Federal Administration refrain from making the cuts in Medicaid it is proposing and that the states implement the full program in each of the states, so as to reverse the current trend that is restricting and denying benefits to the medically and socially deprived segments of our society.
3. That efforts by the federal and state governments to hold down the escalating costs of Medicare and Medicaid programs be directed at controls on the skyrocketing charges of providers of service rather than at further restrictions on the already inadequate medical services offered.
4. That the government provide demonstrations of new and more effective means to render comprehensive medical care under public programs, and make loans and grants to foster prepaid group practice plans; that unions be encouraged to provide, through their collective bargaining activities, for specific contractual provisions which would encourage the extension of prepaid group practice programs, and make their demonstrated benefits available to union members and their families.

The ALA moreover will work vigorously in behalf of the legislative goal of a national health insurance program, equitably financed and related to effective organization for the delivery of services.

The ALA pledges its fullest support and cooperation to the work of the California Council for Health Plan Alternatives and to the Committee for National Health Insurance.

ALA will devote time, energy and resources to enlighten our members and their families—and to raise the level of understanding of the American people concerning the need, the desirability and benefits of a National Health Insurance Program.

Comment: In the richest nation in the world, good health care escapes not only the poor, but those in the middle income class, too. Although members of the Teamsters are covered under good health and welfare plans, rising costs and a make-shift system of national health care, often denies

good, quality care, even to members covered under those plans. European countries far surpass the United States in extending quality health care to all of their citizens.

The heart of this resolution is to extend good health care to all Americans, and, yes, to see that our members' health and welfare plans are not eroded away and dissipated by chaotic lack of a national health care system.

Tax Reform

The present tax system is unfair and inequitable. It places a disproportionate share of the tax burden upon low, moderate and middle income families while permitting wealthy individuals and families and wealthy corporations to escape their just share of the tax burden.

At a time when our nation needs to make a greater commitment in the effort to abolish poverty in our land of plenty, our present unjust tax system actually pushes people below the poverty line.

Families without sufficient income to feed their children adequately find that federal, state and local taxes combined, directly or indirectly, take over one-third of their meager earnings. Moderate and middle income families carry a heavier tax burden proportionate to their income than any other group. At the same time, large numbers of wealthy individuals and corporations are able to evade their fair share of taxation, and many with the largest incomes avoid paying any federal income taxes at all.

Justice and equity demand that the tax burdens of the nation be shared on the basis of the individual's or the corporation's ability to pay them. All income should be taxed as income, just as wages are taxed as income.

In 1966 there were more than 12,000 tax returns reporting incomes over \$15,000 on which no federal income tax was paid.

Of these, 367 reported incomes over \$100,000, and 18 had incomes over one million dollars.

These inequities result primarily from the existence of numerous large loopholes in the tax laws of which wealthy individuals take full advantage, while the ordinary working person's tax is deducted directly from his pay check.

To achieve a fair and equitable tax structure requires the effective closing of these loopholes, of which the depletion allowance is among the most flagrant.

"Depletion allowances" allow the big oil companies and some other mineral extracting industries to avoid billions of dollars a year in taxes. In 1968, the oil industry paid only 12.2 percent of its profits in corporation taxes, compared with an average of 46.2 percent for all other manufacturing industries.

The billions of dollars in tax obligations which the tax loopholes enable wealthy families and corporations to escape are made up by higher taxes out of the pockets of workers.

The investment tax credit, originally designed to create new jobs, has served its purpose and is now harming the economy. It leads companies to make investments which would not otherwise be economically justifiable. By encouraging such over-investment at a time when there is already excessive production capacity lying idle, it stimulates inflation now and increases the danger of a recession in the future. In the meantime it permits corporations to avoid payment of over \$2 billion per year in taxes they would otherwise have had to pay.

Plugging these and other tax loopholes would save the federal government at least \$20 billion per year in increased revenues, possibly much more. These revenues could be used to reduce the burden of taxation upon low, moderate and middle income families, and to finance increased spending to meet our nation's unmet social needs.

We are opposed to the extension of the 10 percent income tax surcharge unless it is a part of basic tax reform that will provide an equitable tax system, and then only if the \$10 billion it would yield are earmarked to help meet the critical and urgent social needs of the nation.

The ALA will work for sweeping and drastic reform of federal, state and local tax systems to make them more equitable based upon the principle of ability to pay. The details of such reform cannot be spelled out in detail here. Studies already undertaken by tax experts have revealed that the following changes are essential as a beginning:

1. An increase in personal exemptions to \$1,800 for the taxpayer and \$900 for each dependent up from the current exemption of \$600.
2. Future adjustment of exemption levels in accordance with changes in the cost of living.

3. Liberalization of the standard deduction.
4. Exemption from employee contributions to Social Security of amounts of earnings that are below the poverty level, contributions on these amounts to be made instead by the federal government out of its general revenues.
5. Immediate plugging of all known tax loopholes, to insure that wealthy individuals and big corporations bear their fair share of the tax burden.
6. Enactment of a minimum income tax provision, to assure that any income which did find its way through tax loopholes would nevertheless be subject to taxation.

The ALA commits itself to join with others who are committed to basic tax reform in establishing a National Committee for Tax Justice and through such Committee help mobilize and direct the growing taxpayer revolt in America to the end that basic and long overdue tax reform is achieved on the basis of equity and the principle of ability to pay.

The ALA calls upon the President and the Congress to provide the courageous and imaginative leadership needed to achieve a fair and equitable tax structure without delay.

Comment: This resolution needs little explanation to wage earners. What good does it do to have the best contract in the world, providing for decent and adequate wages, if the tax system in this country syphons away those wages, and also syphons away the dignity of the wage earner who knows that the rich are not paying their fair share?

National Security, ABM, and Human Needs

Throughout the last quarter of a century, the first twenty-five years of the nuclear age, nations of the world have persisted in the traditional search for national security through the accumulation of military power, as if the advent of nuclear weapons had not completely transformed the nature of warfare and the foundations of international diplomacy.

Albert Einstein, one of the major scientific founders of the modern age, declared:

"The splitting of the atom has changed everything save our modes

of thinking, and thus we drift toward unparalleled catastrophe."

Proof that our modes of thinking have not changed to cope with the realities and dangers of the nuclear age lies in the persistence of insanely high levels of military expenditure throughout the world, especially in the Soviet Union and the United States.

The monetary value of that military output is equal to the combined annual income produced by the billion people of Latin America, the Near East and South Asia.

Half the governments of the earth spend more on defense than on education. The average annual expenditure per soldier worldwide in 1966 was \$7,800. Yet the average annual public expenditure for each of the estimated one billion school-age youth from age 5 to 19 was only about \$100.

The world's public health budget—about \$52 billion—was only one-third of the military budget. Economic assistance to poorer countries came to \$8 billion, less than 0.5 percent of gross national product of the developed countries and equal to only 6 percent of their military spending.

Most of the world's military spending is concentrated in the United States and the Soviet Union. With 13 percent of the world's population, they account for over two-thirds of the world's military budget.

It is well known that these two superpowers have long since accumulated enough destructive potential not only to destroy each other but to incinerate the rest of the habitable world. And in addition to their nuclear arsenals, they also maintain vast so-called conventional forces, based upon the unreasonable assumption that they might fight a long, conventional war against each other. The leading industrial nations of the world are today the world's biggest arms merchants, selling or giving away vast quantities of material as a constantly changing weapons technology renders weapons and equipment obsolete. This technological competition in weapons, therefore, creates instability and insecurity not only in relations between the two superpowers but throughout the world as well.

It has become increasingly clear that national priorities have been seriously distorted; that too much of budgets, resources and skilled manpower has been diverted to military purposes, while human needs have been ne-

glected. Again last month, as for the past several years, mayors of American cities have pleaded with the White House for vigorous federal action to meet the critical problems of American cities. Mayor Alioto of San Francisco has estimated that the cities need \$25 billion a year more than they are now receiving.

Not only is the military drain on budgets and resources leading to a dangerously prolonged neglect of human needs on the domestic front; the squandering of resources on the accumulation of arms, nuclear and conventional, is also diverting the nations of the world from the essential economic, social and political problems that must be solved if peace and justice and stability are to prevail in the world community. The problems of hunger, poverty, economic underdevelopment, overpopulation, regional cooperation, land reform, education and administration in developing societies cannot be solved through military means. And they will not be solved by other means as long as national security continues to be defined and sought predominantly in military terms rather than in terms of human well-being and international cooperation.

Now for the first time in almost a quarter of a century, this gross distortion of priorities is being critically examined and questioned in the United States, and in the Congress of the United States. An increasing number of the American people and their representatives are concerned not only by this distortion of priorities but by the dangers implicit in a further escalation of the arms race if an anti-ballistic missile system (ABM) is deployed as part of our nuclear arsenal.

This questioning comes at a time when the prospects for negotiating an end of the war in Vietnam look more hopeful and the present Administration has repeatedly stressed its readiness to move from policies of confrontation to negotiation; and when the Soviet government has declared its interest in an understanding with the United States on arms reduction and control and in a more general accommodation to reduce world tension.

A rational agreement on arms control between the United States, the Soviet Union, Great Britain and France is an imperative first step if the world community is to deal effectively with the threat of the growing nuclear capability of Red China and

is to bring China ultimately within the framework of an overall universal arms control program, essential to the survival of the human family.

The major nuclear powers, moreover, are at a point in the arms race when another round in weapons competition might well carry us beyond the point of no return, ending all hope of arms limitation and peaceful accommodation for at least a decade and perhaps forever.

The danger of the present situation was defined in *Scientific American* (April, 1969) by George W. Rathjens, formerly on the staff of the Defense Department's Weapons Systems Evaluation Group and chief scientist and deputy director of the Pentagon's Advanced Research Projects Agency:

"The world stands at a critical juncture in the history of the strategic arms race. Within the past two years both the U. S. and the U.S.S.R. have decided to deploy new generations of offensive and defensive nuclear weapons systems. These developments, stimulated in part by the emergence of China as a nuclear power, threaten to upset the qualitatively stable 'balance of terror' that has prevailed between the two superpowers during most of the 1960's. The new weapons programs portend for the 1970's a decade of greatly increased military budgets, with all the concomitant social and political costs these entail for both countries. Moreover, it appears virtually certain that at the end of all this effort and all this spending neither nation will have significantly advanced its own security. On the contrary, it seems likely that another upward spiral in the arms race would simply make a nuclear exchange more probable, more damaging or both.

"As an alternative to this prospect, the expectation of serious arms-limitation talks between the U.S. and the U.S.S.R. holds forth the possibility of at least preventing an acceleration of the arms race . . ."

And Prof. Rathjens urges efforts "to dampen this newest cycle of military competition, either by mutual agreement or by unilateral restraint, before it is beyond control."

That, in essence, is the central issue in the ABM debate. Call it Sentinel, call it Safeguard, call it a defensive weapon; move it from the suburbs of our large cities to our offensive missile sites. Changing its name and its loca-

tion does not change the name of the game, which is military one-upmanship and the escalation of destructive power which is already overwhelming on both sides. By any other name, the balance of terror is still terror; and each time, as the balance of terror is upset, and as the arms race continues and escalates to a new plateau of destructiveness and as preparation for war continues to take precedence over an organized search for peace, the odds creep up that the terrible weapons will one day go off, by accident, by irrational impulse, or by design. The only security in the game of nuclear chicken lies in a decision to end it by mutual agreement by the major powers to scale down their arsenals and to seek an accommodation of interest bringing a greater degree of stability into the world.

We in the Alliance for Labor Action have no illusions about the evils of communism, either the Russian or the Chinese version. Neither, let it be stressed again, have we any illusions about what will happen to ourselves, our families, our unions and our country if we continue to tempt fate by continued escalation of the nuclear balance of terror. Deterrence at a higher level of destructive power is more expensive than deterrence at the lower levels left behind as the race continues, but the security bought is no greater. Each player in the nuclear game is constantly threatened by the possibility of technological breakthroughs by the other side. If any major power, however, ever threatened to pull so far ahead as to attain overwhelming superiority over other major powers, the pressure would be overwhelming upon the nation or nations about to be left behind to launch a nuclear attack before the adversary could achieve that superiority.

Thus no absolute security is possible in the nuclear arms race. To seek it is to invite the very attack that nuclear deterrence is supposed to forestall. Under such circumstances, common sense—and an instinct for self-preservation—in fact the very survival of the human family—demand, instead of mutual escalation, a mutual de-escalation under the terms of rough parity.

In other words, it is time to play the peace game in place of the war game. Let it be crystal clear, however, that a call for negotiations for mutual de-escalation is not a call for uni-

lateral disarmament. Patriotism, as the Chairman of the Senate Foreign Relations Committee reminded Secretary of Defense Laird, is not at issue; the issue, rather, is how patriots—how people who love their country—should act in an age when the almost single-minded pursuit of ever-greater military power increases risk rather than offering more security. The unions that compose the Alliance for Labor Action are unions of American patriots, whose love of country is beyond question. But we are patriots who believe that in the nuclear age, peace is the condition of survival. We are patriots who believe that we have to end the arms race before it ends the human race.

Our unions have made great progress over the years in raising the living standards and improving the working conditions of our members. We want to continue that progress. In order to do so, we must read the world situation as it is, avoid its dangers and seize its opportunities. We have to come to grips with the fact that all the gains we have made can be snuffed out in a few hours if the warheads in the stockpiles and launch sites go off in a nuclear war. There will be no winners; only a vast wasteland and scattered remnants of the dead, the living dead and the dying.

Rather than drift toward such an unspeakable catastrophe, we are determined to commit ourselves and our unions to an organized effort to achieve national security through the construction of a more peaceful world in which the risks to our lives and our societies will be minimized.

This same danger confronts all of mankind if nuclear war finally comes. All nations and all people have a common interest in finding some common ground of agreement which will reduce the chance of such an extreme and all-consuming disaster.

We cannot accept, nor do we believe the American people will accept the proposition, expressed by Secretary of Defense Laird, that following the reduction of expenditures for the Vietnam War, the money should be diverted to escalate arms production instead of being diverted to help solve the myriad of social and economic problems confronting the nation. We urge and we believe the American people will insist that these resources must be used to help the people achieve a better life, to fulfill their urgent social and economic needs, and

not simply to increase the firepower capability of our military machine.

While pressing for a universal system of arms reduction and control, we must prepare at home for a planned conversion of facilities and resources to production for civilian purposes, in order to meet critical needs long neglected, to assure a continuity of employment and living standards for all workers now engaged directly or indirectly in defense-related sectors of the economy and to divert the vast resources now committed to the arms race to meeting the critical and urgent needs of our cities in education, housing, health care, transportation, air and water pollution and improving man's living environment.

1. We call upon the President of the United States, without further delay, to direct the Secretary of State to confer with the Foreign Ministers of the Soviet Union, Great Britain and France for the purpose of setting an early date for the beginning of arms-limitation negotiations.

2. We call upon the President at the same time to declare, in the interest of national and world security, that the United States is prepared immediately to enter into a mutual moratorium with the Soviet Union and other nations on the testing and deployment of all offensive and defensive strategic weapons; and announce forthwith that, in evidence of our determination to avoid further escalation of the arms race, the United

States is also deferring present plans to deploy the Safeguard ABM system in hope that negotiations to halt the nuclear arms race will be successful;

3. We call upon the President and the Congress to join in assuring the enactment of the National Economic Conversion Act, introduced last February by Senators McGovern and Hatfield, which would provide for a coordinated conversion of the public and private sectors of the American economy from defense-related to civilian production, assuring full employment and full production in an economy geared to meeting civilian and peacetime needs as the war in Vietnam is concluded and as arms-limitation talks progress to the point of enabling us to reduce our military expenditures and production schedules;

4. We call upon the President and the Congress to re-examine the projected Defense budget for fiscal 1970, in light of more realistic force requirements, in order to effect cuts now—variously estimated at from \$5 billion to \$20 billion—which can be made at once without impairing national security, in order that such savings can be used to meet critical home-front needs—in education, health care, housing, anti-pollution, traffic congestion, broad environmental problems and conservation of resources.

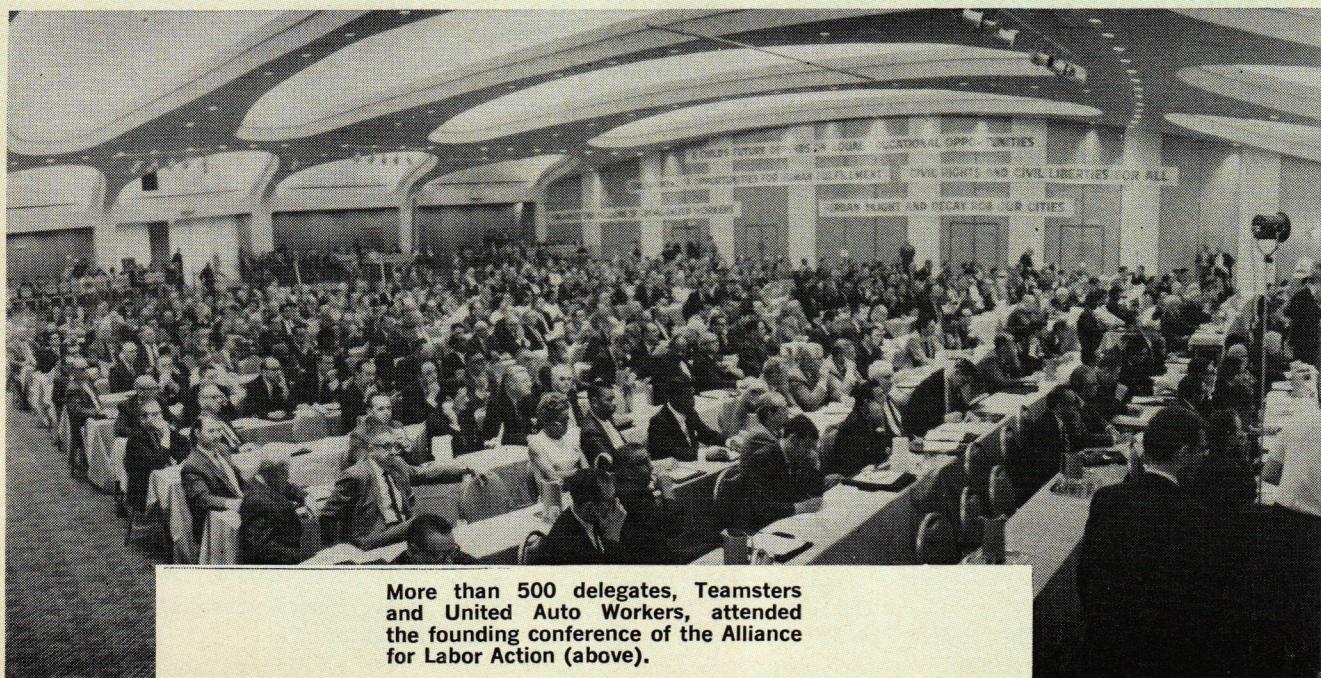
The ALA Conference urges the leadership of ALA to request appointments at an early date with Presi-

dent Nixon and the members of his Cabinet involved in these matters and also to seek appointments with the majority and minority leadership of both Houses of Congress to discuss these urgent questions.

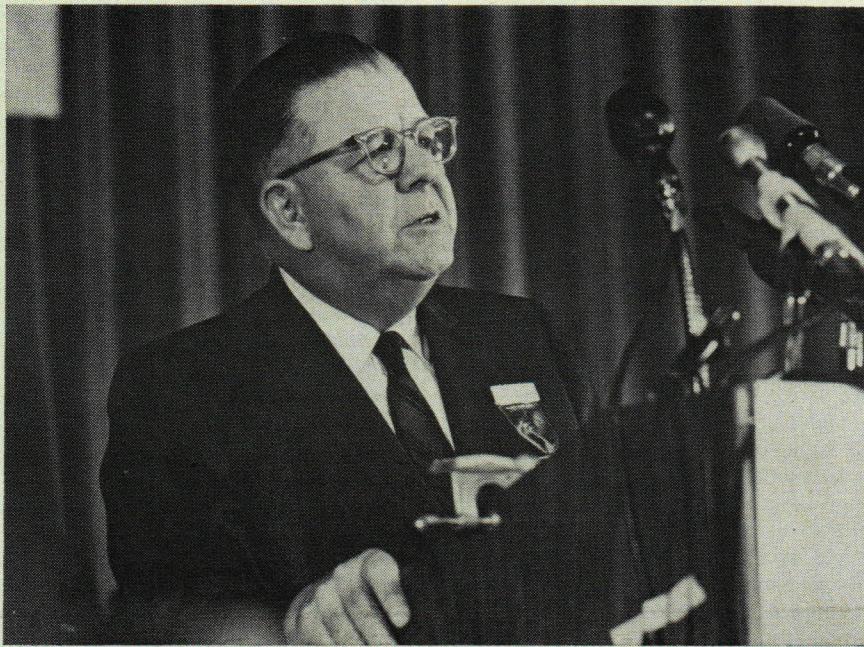
Comment: The resolution quotes Albert Einstein: "The splitting of the atom has changed everything save our modes of thinking, and thus we drift toward unparalleled catastrophe."

Two senators, one from each side of the political aisle, addressed the ALA convention, and both expressed their opposition to deployment of the ABM Safeguard System. In agreement with the resolution, they expressed the opinion that competition with the Russians in ABM and nuclear weapons can only result in a checker game, one side moving up a system, then the other side moving up theirs, until both nations either destroy themselves with nuclear fire, or spend themselves into destruction.

There are two sides to patriotism. One is the blind side which declares that the only way to defense is to out-arm the other nation. The other is the enlightened side which recognizes that both the United States and Russia already have the nuclear wherewithal to destroy the world, and realizing this, have concluded that the only salvation is to declare a halt to the nuclear arms race, sit down at the bargaining table, and work out a peaceful solution. The ALA resolution supports this kind of patriotism.



"... If you agree with our principles and dedication, welcome aboard, for the task is difficult and needs the cooperation of Americans of good will throughout the land. . ."—Complete remarks of Frank E. Fitzsimmons, in the opening address to the founding conference of the Alliance for Labor Action, appear below.



Frank E. Fitzsimmons

This morning, as we gather for the First Conference of the Alliance for Labor Action, I am reminded of a story:

There was a poor chap, lying flat on his back in an oxygen tent on a hospital bed.

Into the hospital room walked a priest, who moved up to the bed and looked down upon the poor fellow.

As the priest stood there, the man in the oxygen tent made great efforts to communicate with the Father, but was able only to move his lips.

The priest realized the poor condition of the man, and thought it might be time to administer last rights.

As the priest pondered the situation, the patient made a motion as if writing a note on the palm of his hand with his finger.

The priest sensed that the man wanted to write a note, so he slipped a pad and pen to the man under the oxygen tent.

With great difficulty, the patient scribbled a note, lurching and died.

The priest reached under the oxygen tent and retrieved the note which said:

"You are standing on my air hose."

Well, in a sense, The Alliance for Labor Action was formed because something or someone is standing on the air hose from which America receives its vitality.

First of all, I want to put things in their proper perspective.

When The Alliance for Labor Action was formed last July, in Chicago, we made every effort to assure the world that the ALA is not a competitive labor federation. Indeed, it is the competition between labor organizations which we seek to place at rest.

Yet, in spite of our efforts, there are those who proclaim today that the Teamsters and the United Auto Workers are at war with the AFL-CIO.

Well, again I protest. We are at war only with the conditions which must be corrected because they erode away basic American freedoms; con-

ditions which erode away the American way of life for those who have gained the benefits of our abundance; and we are at war with the conditions which still deny the American way of life to so many of our brothers and sisters.

What we propose in The Alliance for Labor Action is a set of principles and ideals which are not all foreign to the labor movement. What we propose is a set of ideals which we hope will rededicate the labor movement to its original purpose; ideals which will revitalize our talents and resources for the total community good.

If we take a quick assessment of the conditions of the country, what do we find?

We not only find our cities in constant danger of riot, sometimes at the hands of those who exploit every situation for personal gain and personal publicity.

But we also find that the situation is ripe for self-seeking individuals, because so many of our people live in complete frustration.

They are frustrated, *not* because of their own ineptness and laziness, but in many instances because of government policies. Yes, policies of organized labor, and because of the general public attitude which deprives them of opportunity to help themselves, economically, culturally, and socially.

As the U.S. government seeks ways to wage war on poverty and other social ills, some of its policies toward organized labor make us wonder why it seeks to hinder labor's efforts against these social ills.

I think especially about such policies as section 14(b) of the Taft-Hartley which permits the states to pass compulsory open shop laws.

In 19 of our states such laws exist and serve as a crutch and a subsidy to low paying industries, which exploit poverty rather than wage war against it. And the compulsory open shop laws hinder labor in its quest for decent standards of living in those states.

We heard a lot back a few years ago about how the Landrum-Griffin Act was going to reform organized labor. Those who championed Landrum-Griffin in the federal Congress were made to look like crusaders on white horses, charging against the forces of evil.

We in organized labor declared that

the Landrum-Griffin Act was not a measure of reform, but anti-labor legislation designed to hamper our efforts to help working men and women in need.

What do we find today, under the past experience of Landrum-Griffin. We find even officials in government attributing general unrest in labor to the punitive measures of Landrum-Griffin. We find that legitimate and constitutional rights are being denied to working Americans. Such traditional rights as the right to work or not to work are being interpreted as secondary boycotts. Freedom of speech and assembly are being interpreted as secondary action in violation of Landrum-Griffin.

Disruption

And, as we predicted before passage of Landrum-Griffin, rabble rousers and malcontents are using the law to disrupt union meetings, where members discuss such important things as contract settlements. And because of the Landrum-Griffin Act, union leaders are powerless to act against the disrupters for fear of prosecution for denying the rabble rousers the right to disrupt union meetings, which Landrum-Griffin calls the right of the union member.

D.C. Home Rule

Well, this is a government policy with which we in labor must deal on a day to day basis as we seek to do our thing in waging a war on America's social ills.

I think it is very appropriate that this first conference of the Alliance for Labor Action should be held here in Washington, D.C., as we direct our attention to the country's social ills.

I think it is appropriate because right here in this city, which is supposed to exemplify democracy to the world, the residents do not even have home rule. They are not the masters of their own destiny, they do not govern themselves, and every attempt to extend them the same measure of democracy enjoyed by others throughout the land, meets one road block after another in the federal congress. This is a social ill which should stand high on the priority list of every American of good will.

We have been concerned for many years about the plight of America's farm workers. They stand today as second class citizens without the protection of federal law to organize and bargain collectively.

And, present proposals for affording them some protection—if adopted—will leave them as second class citizens.

We maintain that they should be brought under the protection of the National Labor Relations Act, the same as other American workers, as a first step toward bringing these people from the very bottom of the economic ladder to a place of self-sufficiency and dignity in the American scene.

The current result of the second class status of American farm workers is that they have taken to the streets to demonstrate their desperate need—and they are knocking on the door for recognition with a firmness which cannot be denied.

We find millions of our citizens living in hovels and ghettos unfit for human habitation at a time when American technology and know-how has reached fantastic heights.

And we need only the will to wipe out the slums and give all Americans a decent place in which to live and a foundation for good family life—which I maintain is the foundation of a sound America.

Unconcerned

We find a Congress, many members of which, are entirely unconcerned about these and other problems which threaten to tear down the American way of freedom and equal opportunity.

And when we analyze the situation, we find these elected representatives are able to ignore the nation's problems because so many of our citizens in need have no political power base from which to express their problems and from which to demand solutions.

We all know of the position of power from which such groups as the National Association of Manufacturers, the U.S. Chamber of Commerce, the Farm Bureau, and other national associations speak in the federal congress. Yes, we know that organized labor, from time to time, is able to speak from a position of power on the political scene.

But millions of Americans are unorganized politically, and as a result, no one is speaking for them in Washington, D.C., and the result is that they are in need and are desperate for help.

And we find something else, which is, perhaps most disturbing of all. We find the energies of our youth caught up in the spirit of revolution,

tearing down the institutions of learning, and in rebellion against the inconsistencies of the older members of society, a youth hell-bent upon the destruction of the very freedoms and values which they say they seek to secure.

I, for one, do not believe that the so-called generation gap is something which cannot be bridged. I believe that a constructive and meaningful dialogue can be established with the youngsters, if we only take the time to talk to them. Just standing back and shaking our heads when they storm a university or when they demonstrate is not enough.

Communications

We in the Teamsters, and in the UAW, I am certain, intend to establish communications with the youngsters, simply because they will be taking up positions of leadership in organized labor and in the country as some of the present leaders retire.

We find the youth of the nation up in arms over an unpopular war in Vietnam, up in arms over the billions of dollars this country spends annually to carry on this war in the Far East, when our own people go begging right here at home.

This war, the bane and the plague of both Democratic and Republican administrations, must be stopped, and must be stopped soon.

If it is not, its consequences will tear the fabric of Americanism until there is serious doubt that the tear can be mended satisfactorily.

We do not stand here today, like so many criticizing the administration for the war, but proposing no solutions. We don't have a solution, other than to urge the administration to make settlement of the war its number one priority. We take this position because until this war is stopped, all of our domestic problems and social ills will go unsolved.

What Can Be Done

So, with all of these things in mind, over a year ago, many of us in the Teamsters began to ponder what could be done to give the labor movement new direction, and if new direction was found what could be done to put plans for correction into action.

We found that there was similar thinking in the leadership of the United Auto Workers, and after many talks with the leaders of that great

union, we decided to sit down and pool our concerns and our ideas.

It was out of that concern that The Alliance For Labor Action was formed July 23rd, 1968, in Chicago at a joint meeting of the General Executive Boards of the Teamsters and the United Auto Workers.

Since that time, many hours of work have gone into our planning which has led us up to this meeting today.

Committees of the two unions have been at work, one on social action under the direction of Walter Reuther, and one on organizing the unorganized of which I am chairman. And that has brought us to this meeting today.

I have been in the labor movement for more than 30 years, and that experience has taught me that there

are two reasons for looking back over one's shoulder.

The guilty ones look back to see if they have been caught serving only their own well being, to see if it is time to run and hide.

The thoughtful and the concerned look back over their shoulders to ascertain what past mistakes have been, to see where, in this fast moving world, we have left things undone which ought to have been taken care of.

The Alliance for Labor Action has been undertaken because, as we look back, we find that there are a lot of things which got lost in the shuffle as we ran pell mell toward our present day affluence.

We in The Alliance for Labor Action did not look back because of a guilt complex. We looked back to

re-evaluate and to correct and adjust our direction.

And, I can tell you here today that the time for looking back is now over. Today we look ahead to the fulfillment of the programs of the Alliance for Labor Action, adopted in a commitment to the total good.

The purpose of this conference is to acquaint you with those programs of action, and to challenge you to the commitment for the good of the total community.

To the critics, I say, take a look over your shoulder. If you see things in the past which provoke a feeling of guilt, no one here is willing to cast the first stone.

If you agree with our principles and dedication, welcome aboard for the task is difficult and needs the cooperation of Americans of good will throughout the land.



Joseph Diviny



Einar Mohn



Harry Tevis



George Mock

IBT Vice Presidents at ALA Founding Conference



Murray Miller



Harold Gibbons



Joseph Trerotola



Dominick Calabrese



Robert Holmes



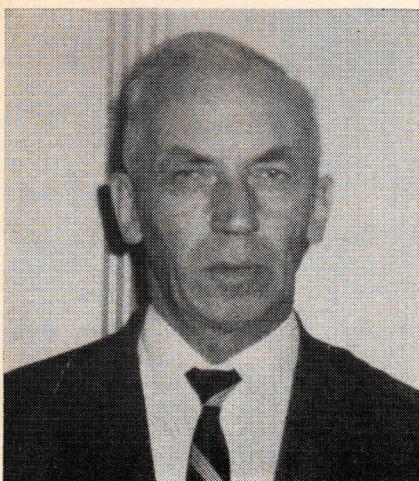
Ray Schoessling



William Presser



William McCarthy

Appointed

Albert Page, secretary-treasurer of Teamster Local 340 in Portland, Me., recently was appointed by Gov. Kenneth Curtis as chairman of the Maine Highway Safety Committee. Page has served on the committee many years.

Potato Chip Case Won By Local 580

Teamster Local 580 of Lansing, Mich., won the decision recently when the National Labor Relations Board ruled that Adams Potato Chips, Inc., of Lansing violated the law by refusing to execute and give effect to the agreement and by refusing to recognize the local union.

Vacation Clause

The examiner held that complete and final agreement was reached between Local 580 and the company following numerous bargaining sessions after the union's election victory was certified. Still undecided, however, was the vacation clause which the examiner noted was a minor issue. Subsequently, the employer never stated that the vacation disagreement was the reason for rejecting the contract.

Pay Benefits

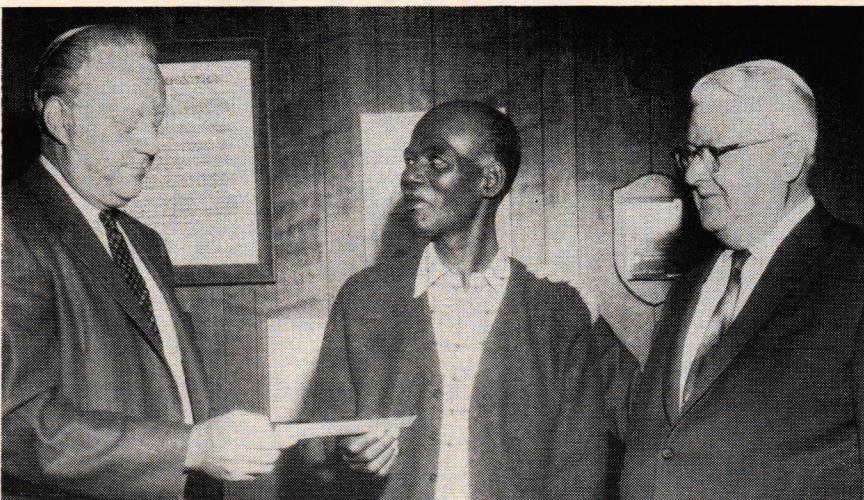
The employer's contention that the union lost its majority status during the certification year was rejected. Adams was ordered by the Board to cease the unlawful conduct and bargain with the union upon request, to sign and maintain the contract as agreed upon, and to make whole its employees for any loss of benefits they may have suffered.

Longtime Driver Retires

James R. Starovich, a member of Teamster Local 301 in Waukegan, Ill., and a driver for 43 years at Krema Teaming Co., has retired on the



Central States pension. He has a son, James, Jr., who drives for Dolly Madigan.

\$23,000 in Disability


Chester Hansell (center), a member of Teamster Local 986 in Los Angeles, Calif., receives a \$23,000 disability check from M. E. Anderson, secretary-treasurer of the local union, while William Hart, business representative looks on. Hansell's claim was granted after it was discovered that he suffered lung damage from breathing silica dust on the job. Hansell's was the third such award made to Local 986 members after introduction of the practice of regular physical exams for the workers.

son Cake Co., and is a member of Teamster Local 734 in Chicago, Ill. The one photo is a recent shot of Starovich while the dated picture shows him in front of his truck in the snowy period of 1928.

Deputies Vote For Teamster Representation

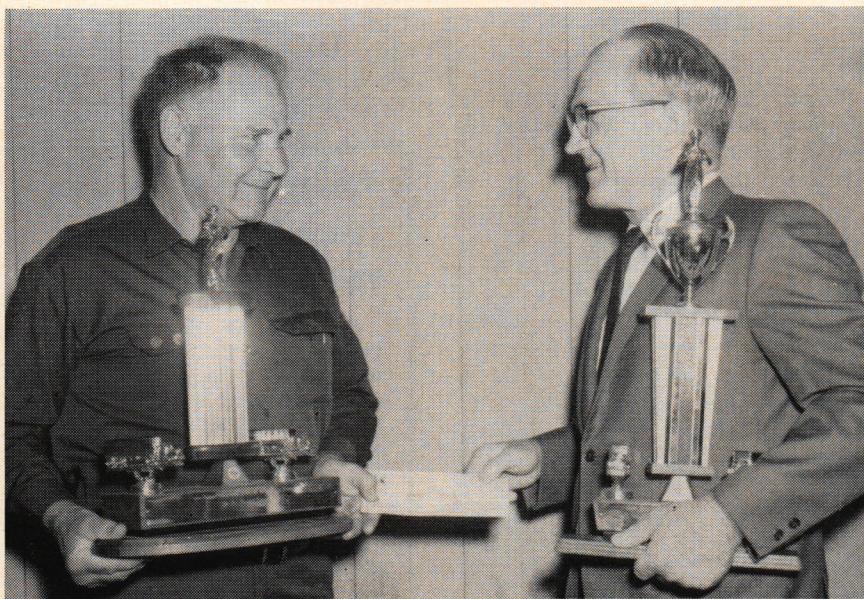
Deputies of the Washtenaw County sheriff's department in Ann Arbor, Mich., voted 44 to 18 for representation by Teamster Local 247 of Detroit, Mich., in a recent election conducted by the Michigan Labor Mediation Board.

Edward Krantzler, Local 247 business representative, said that under the terms of the ballot, all members of the department except the sheriff and undersheriff become members of the union. The department has 70 deputies.

● Warehousing

Eighteen of 19 employees of the Service Grocers Co-Operative of Chicopee, Mass., voted for representation by Teamster Local 404 of Springfield, Mass., in a recent National Labor Relations Board election.

The workers at the co-op warehouse dumped their former affiliation with an independent union to go Teamster.

Roadeo Champ

George Swingle (left) and Jerry C. Beatty, secretary-treasurer of Teamster Local 490 in Vallejo, Calif., hold the trophies won by Swingle in the Northern California Truck Roadeo which he won, and the California State Roadeo in which he placed second in the tanker division. Local 490 gave Swingle a check in recognition of his achievement. Swingle is a driver for Sheldon Oil Co.

• In California

Employees of Autohaus Brugger, Inc., of Redwood City, Calif., voted for representation by Teamster Local 665 of San Francisco in a recent National Labor Relations Board election.

Arnold Moss, Local 665 secretary-treasurer, said 21 workers at the auto sales and service company were eligible to vote.

• Auto Parts

A large majority of the employees of Kaufman & Cherick Auto Supply Co., in Pawtucket, R.I., voted for representation by Teamster Local 251 of Providence, R.I., in a recent National Labor Relations Board election.

Alexander Hylek, Local 251 secretary-treasurer, said 17 drivers and warehousemen were eligible to ballot.

A Happy Switch

Pleased with making the switch from the Brotherhood of Railway Clerks to the Teamsters Union are these employees of the Texas Pacific-Missouri Pacific Railroad terminal at New Orleans. The more than 200 workers dumped their BRC affiliation of 35 years because, as Charles D. Winters, president of Teamster Local 270 put it, "they wanted positive representation in the settlement of contracts and grievances." Winters is at far right. Also in the photo is Gene Brown, Local 270 business representative.

**Member
Commended
By Police**

Quick-thinking by Joseph Pusateri, a member of Teamster Local 170 in Worcester, Mass., won him the com-



Joseph Pusateri

mendation of the Worcester police department for his action in preventing a multi-car traffic accident from becoming more serious.

Pusateri, a driver for Associated Transport, Inc., came upon a traffic accident scene where 7 persons were injured and autos quickly turned the highway into a dangerously congested road. It was raining and visibility was poor.

Pusateri observed the bad conditions and immediately halted his tractor-trailer and set out flares to warn motorists.

Worcester Police Chief George D. O'Neill, in a letter to the company employing Pusateri, wrote: "Mr. Pusateri and other drivers for the Associated Transport, Inc., are to be commended for their many helpful acts to the citizens of the City of Worcester. Last night's incident was a splendid example."

• Meat Houses

Teamster Local 404 of Springfield, Mass., recently won recognition as bargaining representative for drivers, helpers and unloaders employed by 4 meat distribution houses in the greater Springfield area.

Carmin P. Napoli, Local 404 president, said the recognition was won at the Hampden Beef Co., George Spencer Co., Inc., Lewis Beef Co., and Witkin Provision Co., following a joint organizing campaign with the Meat Cutters.

DRIVE REPORT

U.S. Chamber on Another Anti-Labor Spree



Mrs. Josephine Hoffa, wife of General President James R. Hoffa and President of DRIVE Ladies Auxiliaries, and Teamster Legislative Director Carlos Moore, are shown reviewing the U.S. Chamber program to shackle working men and women. Mrs. Hoffa and Moore will have a full report on the Chamber program to present to the next quarterly meeting of the Teamster general executive board.

Senator Proxmire Zeros In On 27½ Per Cent Oil Tax Loophole

The 27½ per cent oil depletion allowance, a loophole in the tax system through which the giant oil companies escape paying taxes on millions and millions of dollars, is under attack by Senator William Proxmire.

As this issue of the *International Teamster* went to press, Russell B. Long (D-La.), chairman of the Senate Finance Committee, had invited sena-

tors to submit tax reform amendments when legislation to extend the current surtax is debated.

Said Senator Proxmire:

"I intend to take Senator Long up on the invitation in a senate speech. If we give in and extend the surtax, we never will get tax reform."

Proxmire said the average man-
(Continued on page 50)

Seeks to Shackle Union Labor

The U.S. Chamber of Commerce is hard at work these days, pushing for harsh, new anti-labor laws.

Working with local Chamber chapters, the U.S. Chamber is conducting workshops around the nation, which its so-called labor relations manager openly declares are designed to win "grassroots" support for anti-labor legislation.

Anthony Obadal is the labor relations man for the Chamber, and at a recent news conference he listed a 21-point "labor law reform" program which, he declared, his organization will push in Congress.

State and local chambers and trade association members joining in the anti-labor crusade have set up the following as top priority items on the attempt to shackle working men and women:

Unfair Labor Practices — The Chamber seeks "removal of the NLRB from unfair labor practice cases."

This is just another way of saying that it wants either a labor court, with 15 members serving for 20 years, or it would transfer unfair labor practice cases to the courts.

Most labor relations experts believe that both proposals are impractical and would serve to almost negate effective policing of labor laws.

Secret Ballot — This is a move by the Chamber to wipe out authorization card checks to determine representation rights even when agreed to by both employer and employee.

Neutral Preamble — The National Labor Relations Act says that it is the policy of the United States to favor union organization and collective bargaining.

The Chamber would carry a provision outlawing union shop contracts
(Continued on page 50)

Labor Opposes Weakening FLSA

The battle of organized labor against weakening of the Fair Labor Standards Act by further opening of the door to below-standard minimums to students has been renewed.

This time the Department of Labor wants to widen the number of cases where full-time students in retail and service establishments can be paid less than the statutory minimum of \$1.30 an hour. The Department contends that the purpose of this move is to "permit greater employment of full-time students without reducing the opportunities of other persons for full-time jobs."

The Department wants to change the formula under which the number of students can be paid less than the minimum in such a way as to permit wider employment than under present regulations.

• Demos Winning

In special elections to fill seats in the U.S. Congress since the November, 1968, election, Democrats have won three of four seats up for grabs.

Two of the seats captured have been those formerly held by Republicans. Latest Democratic coup was that of John Melcher in a special congressional election in the 2nd district in Montana.

13% Profit Gain by Top Firms in '68

Fortune magazine reported in its May issue that the profits of the top 500 industrial companies in the United States climbed to \$24.2 billion last year—a 13 per cent increase over 1967.

Fortune said the 1968 corporate performance was noteworthy because: "There was a massive inflation, the highest interest rates in 40 years or more, chronic labor shortages, controls on capital movements, and the 10 per cent income tax surcharge."

The profits of the top 500 companies represented 74.4 per cent of the total corporate profit for the year compared with 72.8 per cent in 1967.

Senator Proxmire . . . (Continued from page 49)

facturing company pays more than 40 per cent of its income in federal taxes, plus more to state and local governments. He compared this to the 27.1 per cent of its income he said Atlantic Richfield Oil Company paid on its 1967 income, a figure which included nothing for federal taxes.

"Even if we accept the idea that the oil industry need special incentives to explore for oil, the present tax structure is an absurd and costly way of doing it," Proxmire declared.

"It is inefficient because it costs the American taxpayer over \$10 in lost tax revenue for every \$1 in additional reserves.

"It is inconsistent because it gives greater tax incentives to explore for oil abroad than here at home.

"It is wasteful because it encourages overcapitalization in the oil industry to such an extent that it takes \$2 worth of capital in the oil industry to produce what \$1 worth of capital

will produce in other industries.

"It is unfair because it allows big income taxpayers to hide large amounts of income from taxation, thereby shifting the tax burden onto those less able to pay."

He said that since President Nixon refuses to take the lead in demanding a cure to the problem, Congress must do so.

• Interest Dam

Sen. John Sparkman (D-Ala.), chairman of the senate banking committee, says he is considering legislation to regulate the amount of interest rates on loans charged by banks.

"We can pass legislation to fix the interest rate. I would hate to see that done, but if it becomes necessary, I stand ready to do it," he said.

Sparkman's committee already has such legislation pending, introduced by Sen. Thomas McIntire (D-N.H.).

U. S. Chamber . . . (Continued from page 49)

by placing emphasis on the fact that workers have a right to refrain from joining unions.

Picketing Restrictions—The Chamber wants to place severe restrictions on picketing rights even if peaceful. It would deny the right to picket retail outlets which carry "scab" products or building tradesmen picketing at the site.

Overall, the goal is to weaken labor's picketing weapon.

Strike Votes—Some unions vote on strikes at union halls and some by secret ballots. The Chamber would give the employer or 10 percent of the employees the right to demand a secret ballot.

Free Speech—For years organized labor has felt the impact of Taft-Hartley which gives employers the right to make veiled threats to move the plant or punish workers if they vote for a union. Now the Chamber wants to give the employer completely unrestricted rights in this area.

Union Fines—Courts throughout the land have given unions the right to fine members who cross picket lines or violate other union rules. The

Chamber would deny to unions this right for effective leadership.

Multi-Union Bargaining—The Chamber would deny the right of unions to engage in coordinated bargaining to compete on an equal basis with big and conglomerate businesses. This right has been upheld by the 2nd Circuit Court of Appeals in New York.

The Chamber workshops have already been held in Muncie, Fort Wayne, South Bend, Gary and Evansville, Ind. Four workshops are scheduled in Ohio June 30 through July 3. Plans are being worked out in Florida, Georgia, California and Louisiana with other states in the future.

Among the materials being given out at the workshops are brochures detailing the "labor reform" program. One, for example, tries to show why "some people say that higher prices and slower progress can be traced to our labor laws."

As part of its campaign, the Chamber has also instituted an extensive letter-writing drive directed to members of Congress.

Law Limited

Financial Interests Seeking Methods To Weaken 'Truth-in-Lending' Legislation

EVEN THOUGH the truth-in-lending law went into effect this July 1st as a giant step forward in protecting the borrowing public, there are still a lot of things it cannot do.

While it spells out disclosures that creditors must make to consumers, the law—which is part of the Consumer Protection Act of 1968—does not fix maximum or minimum credit charges.

This simple fact is perhaps the most glaring weakness of the law.

Special interest groups with a financial axe to grind already have been hard at work to make the legislation less effective. They have done this by two methods.

Efforts have been made, and succeeded in some instances, to alter state laws to permit even greater interest gouging of the credit-using consumer. And there has been a strong but quietly-conducted campaign in many states to torpedo the federal law by substituting a "Uniform Consumer Credit Code" of subtle, pro-lender proportions.

Truth-in-lending, as pointed out by financial columnist Sylvia Porter, has as many loopholes to benefit the unscrupulous lender as it does plugged gaps to benefit the borrower.

For example, the home mortgage a buyer takes out will show clearly the true annual rate of interest, including points and credit life insurance premiums, but it will not spell out the total dollar cost over the life of the loan.

While truth-in-lending beginning July 1st will require that any instalment credit contract spell out all important details on credit costs, it will not be able to control oral misrepresentations of credit costs by door-to-door operators, for instance, who may try to persuade a buyer to sign without reading a contract involving steep credit charges.

Truth-in-lending also will put limits on garnishment of wages by creditors.

However, it won't stop creditors from swift repossession and other vindictive tactics when a payment comes in late. And it won't halt unconscionable contract clauses waiving your legal rights in the event you are sued for default by your creditors.

Yes, truth-in-lending provides stiff penalties for loan sharks who threaten or use violence to collect their high interest loans. But it will not prevent loan sharks from charging as much as 45 per cent in annual interest so long as they refrain from violence.

So-called "juice" racketeers who operate under the counter and rake in an estimated \$350 million annually, will continue to extract their traditional interest rates running as high as 2,000 per cent a year.

Miss Porter points out also that the law will not protect the ghetto dweller from many of the forms of credit gouging of which he is a victim today. It will neither inform him of nor protect him from steep hidden credit charges buried in the cash price of a television set or household appliance he buys from an unscrupulous retailer.

Nor will the law protect poor people from pre-payment penalties on high interest, long-term, low-monthly-payment instalment contracts in which the consumer finds himself trapped. Nor will the law bar "come-on" ads promising "easy credit," "instant credit," and so on.

Possibly the most shameful example of how the truth-in-lending law is ineffectual in the area of interest rates occurred recently when the U.S. House of Representatives District of Columbia subcommittee approved a proposal to legalize loan interest rates at nearly twice the limit now specifically permitted under the city's usury laws.

The proposal was sponsored by Rep. John L. McMillan (D-S.C.), chairman of the District committee, and was described by its opponents as a shocking example of the continuing effort to keep the capital city an impoverished and ready reservoir of cheap labor.

Rep. Leonor K. Sullivan (D-Mo.), chief sponsor of the Consumer Credit Protection Act of 1968, and chairman of the House Banking and Currency Committee's subcommittee on consumer affairs, submitted testimony branding the local interest measure put forth by McMillan as "bad law."

The plan to double the legal interest rate in D.C., not surprisingly, was drafted by an ad hoc committee of the D.C. Bankers Assn., for the 89th Congress. When appraised of the proposal at that time, the late Chester H. Gray, an attorney, commented in writing: "I think this bill is a license to steal."

Such "licenses to steal" are being sought all over the country as the July 1st date for truth-in-lending went into effect.

The biggest effort has been made in state legislatures as proponents of the "Uniform Consumer Credit Code" have been pushing for its adoption.

Fortunately, organized labor has been alert to the dangers of this proposal. The most recent labor reaction came in Louisiana where the AFL-CIO federation opposed enactment of the "Code" because it would permit excessive rates of interest on first mortgages and would fail to provide adequate protection for the consumer in other areas.

Even as truth-in-lending becomes effective law and at the same time becomes a target for attack across the country, there still remained one hope for strengthening and protecting the progressive legislation.

The 1968 enactment provided for establishment of a National Commission on Consumer Finance to study the entire \$1112 billion consumer credit industry. So far that has not been done.

But once such a commission is set up, it will have the authority to recommend amendments to truth-in-lending that would be weighty enough that they could not be ignored by Congress.

SPOTLIGHT ON *Legislation and Politics*



• Truck Bill Introduced

Reps. Robert V. Denney (R-Neb.) and John C. Kluczynski (D-Ill.) introduced a measure that would permit heavier, wider, and in some instances, longer tractor trailer rigs on federal interstate and defense highways. The federal gross weight limit, now 73,280 pounds, would be changed by a different method of determining gross weight.

• Conservatives Hail Chief Justice

Arch conservatives in Congress, all with consistent anti-labor records, praised President Nixon's appointment of Warren E. Burger as Supreme Court Chief Justice to succeed Earl Warren. Happy with the appointment were: Sens. Strom Thurmond (R-S.C.), John McClellan (D-Ark.), James Eastland (D-Miss.).

• Safety Bill Progresses

The House passed and sent to the Senate a bill providing for health and safety standards to protect workmen on construction projects using federal funds. Similar standards and enforcement procedures exist in the statutes now but apply only to suppliers and service contractors.

• Senate Drags Feet

The Senate has scheduled so little business in recent weeks that it hasn't even bothered to convene on many days. In fact, it delayed the vote on Warren E. Burger's nomination for Chief Justice because the count would have looked embarrassingly small.

• House Committees Busy

While the Senate dawdles, several House Committees have been very busy—particularly in the area of tax reform, voting rights, electoral reform, antitrust, and proposed changes in health care law.

• Administration Breaks Ban

The Nixon Administration broke a 2-year ban on the importation of foreign workers to harvest Florida's citrus crop, letting growers bring in 2,000 workers from Mexico. Critics say the Florida labor market was adequate enough to harvest the oranges, grapefruit and lemons.

• Oil Depletion Allowance

There reportedly is a growing feeling on Capitol Hill that the 27½ per cent oil-depletion allowance—long considered one of the most entrenched of all special tax provisions—will come under serious attack in Congress this summer. A scale-down of the 27½ per cent is expected to be included in the tax reform package.

• Farm Support Money

Although the House of Representatives passed a \$20,000 limit on government price-support payments to individual farmers, there is little indication that the Senate will go along with the proposal. Cotton, feed, grain and wheat producers last year received direct farm payments totaling nearly \$3.5 billion.

• Democrats Hold Hearings

A Democratic Party "commission of Party structure and delegate selection" has been holding hearings around the country with the aim of improving the delegate selection process to both the 1972 convention and the Democratic National Committee. Sixteen hearings are scheduled altogether.

• War Profits Tax Bill

Sen. George S. McGovern (D-S.D.) and 14 other Senators have introduced a bill calling for a 37 per cent "excess profits" tax on war contractors. Such taxes were in effect during both World War I and II and the Korean War.

For Your Information

● J. P. Stevens Guilty Again

For the sixth time, a National Labor Relations Board examiner has found J. P. Stevens & Co., Carolina textile empire, guilty of unfair labor practices.

As usual, the company said it would appeal the ruling to the Board, and charged that the examiner's finding was an effort by the Textile Workers Union of America and the NLRB to deny Stevens "the right to take even the minimal actions necessary to the proper operation of our business."

Of the 5 previous rulings by examiners, all have been upheld by the full Board, 3 were subsequently upheld by appeals courts, and in 2 cases, the Supreme Court declined to review adverse decisions against the company.

● Poverty Vacation

Poverty as a way of life in the Appalachians is on the way to becoming a form of recreation or curiosity for more affluent or conscience-stricken Americans.

The Mingo County Economic Opportunity Commission, Inc., a West Virginia anti-poverty agency, recently placed an advertisement in newspapers offering a 21-day, \$378 vacation among poor people in the Appalachians.

● Railroads Prosper

Pity the poor railroads that always sing chorus after chorus of poverty—as they record heavy profits during the first quarter of 1969.

Carrier reports reveal that Santa Fe Industries netted \$17.5 million in the first quarter, an increase of \$6.9 million over the same period a year ago; Norfolk & Western netted \$21.1 million, up \$5.9 million, and Seaboard Coast Line netted \$9.1 million, up \$3.9 million.

Other railroad lines reporting increased quarterly earnings over the previous year were Missouri Pacific, Southern Pacific, Southern Railway, and Union Pacific.

● Census Questions to Change

The Census Bureau has changed some of the questions on its 1970 questionnaire to remove implications of snooping, long a sore point among critics.

Still in effect, however, is the penalty for a citizen's refusal to cooperate. A person can be fined and sent to jail for 6 months if he refuses to reply to census questions.

● Job Interviews Via TV

A new gimmick being used by employment agencies is providing prospective employees and bosses with a television interview.

The agency sends out resumes to companies seeking professional workers. If a company is interested in an applicant's record, it contacts the agency for more information. The job hunter then sits before a TV camera and answers specific questions, after which the video tape is forwarded to the firm.

If the company still likes what is seen and heard of the applicant, a personal interview is arranged.

● Corporate Dominance

Not only are the nation's 500 largest corporations grabbing up the lion's share of the industrial and mining business, but they also are increasing their dominance as employers.

Fortune magazine, in its annual corporate survey, pointed out recently that by the end of 1968 the "big 500" will be employing 687 of every 1,000 Americans working for industrial corporations—or 14,000,000 people.

● Rail Freight Future

A crystal ball view of the future of railroad freight was offered recently by John C. Kenefick, vice president for operations of the Union Pacific. He predicted:

—“Freight schedules at 90 miles an hour within the next two decades will be commonplace. To accomplish this, a network of principal right of ways will have to be improved, strengthened and straightened.

—“High speed trains, based on today's unit trains, will serve completely automated terminals. Computerized waybills will chalk up costs of movement and bill the shipper's account automatically.”

● Trucking Industry Facts

There were an estimated 15,900,000 private and for-hire trucks registered in the United States—not including 850,000 government-owned trucks—in 1968, according to American Trucking Assns., Inc.

For-hire trucks numbered 1,500,000 while private trucks totaled 14,400,000—including about 3,100,000 farm trucks.

The trucking industry provided employment for about 8,000,000 persons in 1967, second only to agriculture. The railroads employed only 630,000 in 1967.

● Open Road Speed

Motor vehicle speeds on the nation's open roads—climbing steadily since 1943—continued their rise last year, according to surveys by the Department of Transportation.

The average open road speed on all main rural routes in 1968 was 59 miles per hour, a 1-mile-an-hour gain over 1967. Average speed recorded for trucks last year was 54 miles per hour; passenger cars, 60.4 miles per hour, and buses, 60.5 miles per hour.

On completed sections of the Interstate system, the speeds were trucks, 56.7 mph, passenger cars, 64.4 mph, and buses, 63.7 mph.

● Cargo Theft Defense

The American Trucking Assns., Inc., is drawing up plans for an industrywide anti-crime crusade to cut down on cargo theft and pilferage.

Estimates of theft losses by truck, air, and rail carriers run as high as \$1 billion annually with trucking bearing the brunt of the toll.

Plans are to stress tighter security precautions at cargo interchange points, more alarm systems, and probably legislation to create a national commission on cargo safety.

● Transportation Policy

Railroads are hard at it again in an effort to get federal law changed so they can operate in other transport fields.

Some high officials in the Department of Transportation look favorably on such amending of the Interstate Commerce Act which prohibits one mode of transportation from owning another.

Paul Cherington, DOT Assistant Secretary, recently told a business group that economics in the next decade could force them to integrate into multimode transportation companies.

He predicted that by 1980 there will not be any single rail, truck or air freight transporters, but "intermodal companies operating by all means."

● Congressional Finances

Financial disclosure reports filed this year for the first time by congressmen under a House rule adopted in April, 1968, disclosed that:

—Sixty-one members of the House of Representatives have a financial interest in companies ranked among the nation's top defense contractors.

—Thirty-five House members own stock in 9 corporations awarded contracts to build major components of the Sentinel antiballistic missile (ABM) system.

—Ninety members reported an interest in banks, savings and loans or bank holding companies.

● Conglomerate Danger

Attorney General John Mitchell said recently the future vitality of America's economy may be in danger from super concentration of industry and business through conglomerate mergers.

Mitchell said if the trend of big companies swallowing up the little ones continues, government regulation may be imposed similar to controls now applied to public utilities, communications, and other highly concentrated industries.

He said Federal Trade Commission records show that the nation's 500 leading corporations now control 75 per cent of all manufacturing assets, and that new surveys undoubtedly will reflect an even higher percentage.

● Chamber 'Workshops'

The U.S. Chamber of Commerce, anxious to help scuttle the National Labor Relations Board and replace it with a system of labor courts, has begun a series of "workshops" around the country.

The "workshops" are designed to influence public opinion in the direction of so-called "labor reforms" which the Chamber says are needed to "restore balance" to the administration of labor law.

● City Industry Jobs Decline

Major cities continued to lose their share of manufacturing jobs in the early 1960's while areas surrounding the cities continued to gain, according to a survey by the National Industrial Conference Board.

The NICB report said recently that the share of manufacturing jobs in major cities dropped from 31.5 per cent to 27.9 per cent between 1958 and 1963. Evidence through 1966 suggests a continuation of the trend but at a slower rate.

● Smith, Johnson, Etc.

The Veterans Administration often has a problem with its incoming mail and the reason is obvious when it is realized that, for example, the VA has 310,000 veterans named Smith in its master index file.

It also has 202,700 Johnsons, 150,020 Williamses, and 145,180 Joneses. In fifth place on the VA list are the Browns who number 144,000. Altogether, the VA index lists 31,000,000 names.

Since the VA has 95 million pieces of mail coming in annually, it urges veterans and dependents to always include the veteran's full name and file number, or, lacking those, the vet's service number, Social Security number, etc.

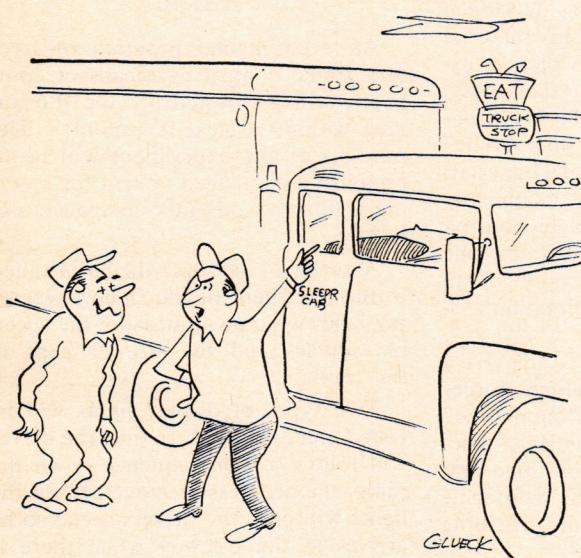
● Farm Worker Support

Christian and Jewish church organizations recently joined together in urging Congress to enact proposed legislation to bring farm workers under the protection of federal labor law.

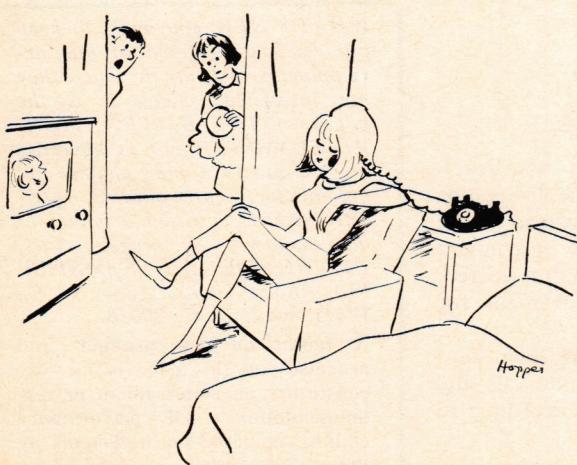
Appearing before the Senate Labor Subcommittee were spokesmen for the National Council of Churches and the Commission on Social Action of Reform Judaism.

They rejected as unacceptable, however, the Nixon Administration proposal that a special board be created to deal with farm labor, and that a cooling-off period be provided when strikes threatened at harvest or other critical crop times.

LAUGH LOAD



"Jones—Go to your room!"



"I believe she's talking on the phone."

Definitions

Dictionary—A guide to the spelling of words which can be located if you know how to spell them.
 Ginger Ale—A drink that tastes like your foot feels when its asleep.

The Truth Hurts

After experiencing his fifth loss of the season, the grumbling football coach of Okiefenokie Tech addressed his team. "Most football games are lost somewhere between the defensive tackles," he shouted.

While he spoke, he noticed the defensive tackle about whom he was speaking was catnapping in the back row.

"Hey Smith," he shouted, "where are most football games lost?"

Awaking with a start, Smith blinked and replied, "a lot of them are lost right here at Okiefenokie, coach."

Quiet Revenge

There is a story told in trucking circles of a well-traveled truck stop where an over-the-road Teamster one day stopped in for a bite. As he ordered his meal a trio of rather shoddy-looking motorcyclists installed themselves in the seats beside him.

When the waitress brought his order, each of the cyclists grabbed a portion of the trucker's meal and wolfed it down. Without a word, the trucker rose and left.

Two witnesses to the scene remarked to each other; "he sure wasn't much of a man to let them get away with that," said the first.

"He wasn't much of a truck driver, either," replied the other. "On his way out of the parking lot, he ran over three motorcycles with his rig."

Getting The Facts

After reading a cub reporter's version of a livestock theft, the editor of the paper couldn't quite believe a farmer could lose 2,025 pigs. He immediately got on the phone to the farmer to check the copy.

"Is it true that you lost 2,025 pigs?" he asked.

"Yeth," lisped the farmer.

"Thanks," said the wise editor and corrected the copy to read; "Two sows and 25 pigs."

No Chow

After a hard days work, the breadwinner came home expecting a sumptuous meal and was greeted by his spouse. "Whats for supper," he drooled.

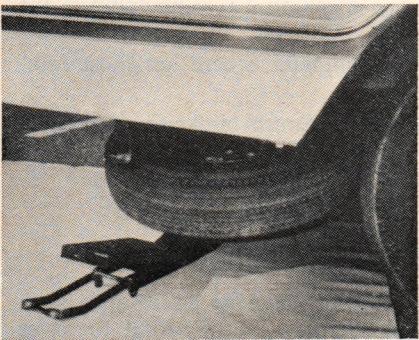
"Nothing," she said. "We have go out to eat because the power is off."

"Wait a minute," exclaimed her now famished mate, "we have a gas stove."

"I know," said she, "but the electric can opener won't work."

WHAT'S NEW?

Spare Carrier



Most motorists at one time or another have noticed that spare tire riding beneath the chassis of pick-ups and small vans. And, most of us have wondered how you would go about getting the spare out in case of a flat. Most drivers will testify that its not a very easy task.

One enterprising West Coast firm has tackled this problem and they claim that they have come up with a satisfactory solution. They have developed a lever-activated carrier which attaches to the underside of the vehicle on one bolt. If and when a flat occurs, the spare is delivered from the underside of the vehicle with a simple movement of the lever.

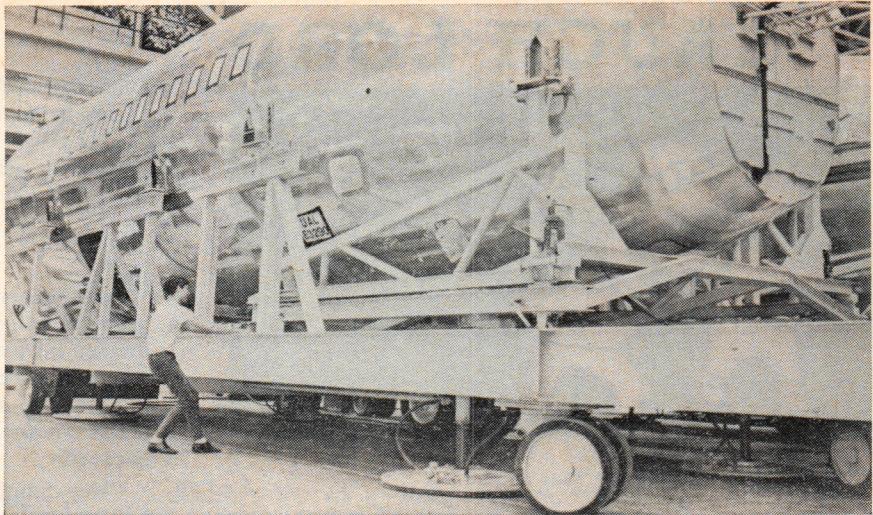
When the carrier is not in use, the locking handle folds underneath and totally out of sight. There are no protruding pieces to scrape or catch.



Tire Gauge

A Midwest-based firm has developed a new, high precision tire gauge using a dial mechanism instead of the old tube method. The new instrument uses a bourdon tube with full geared, solid brass, precision movement for greater accuracy.

The dial shows pressure from zero to 60 psi in one pound intervals and is guaranteed accurate according to its producer.



Air Flotation System

Space age technology has developed a totally new concept in material handling and movement which is expected to be the wave of the future. A patented system combining compressed air and a thin "membrane" allows the movement of materials weighing as much 100,000 pounds by one man and with complete control.

The picture above illustrates one man moving the entire section of an airplane utilizing the air flotation system.

The key to the entire system is a unique "air bearing," which forces compressed air into the "membrane" below the load and provides a frictionless air film between the load and the floor. This "membrane" conforms to the surface of the floor providing a smooth ride for the load.

An air flotation system allows movement of practically any size load by hand. It positions loads precisely and readily adapts to existing systems.

It can be handily utilized in warehousing, manufacturing, transportation and practically any other industrial effort.

Computerized Freeway Traffic

An experimental program of freeway traffic control by means of computer will be tested in the Boston area within the next few months. The purpose of the experiment will be to establish a controlled system for merging traffic by computer-controlled signals.

A series of sensors will be installed in the pavement of the freeway merging lanes which will measure the speed of vehicles and the size of gaps in the traffic.

Two types of display lights will be tested and evaluated. In one, the driver will follow a light sequence down the ramp, the progressive movement of the lights will pace the drivers speed so he arrives at the freeway when there is space for him to enter. The other calls for a driver to adjust his car's speed to stay within a moving band of green lights alongside the ramp. This will bring him to the merge area at a safe moment in the traffic breaks.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

FIFTY YEARS AGO

in Our Magazine

Vol. XVI

(From the July, 1919, issue of the TEAMSTER)

Number 7

Labor Granted Voice In Versaille Pact Conference Adopts 'Bill of Rights'

THE peace conference in Versaille has adapted to the spirit of the time with an enabling clause to the new international law in the supplement to the peace treaty framed by the international commission on labor legislation and adopted by the peace conference.

According to spokesmen for the commission, "It is a bill of rights for the man who labors that the conference has adopted. In its scope and significance it is not far different from the declaration of independence signed by the spokesmen of the 13 colonies. It is, in effect, an annex to that document.

"The commission's plea for the adoption of this labor bill of rights was passed in the last analysis upon labor's instinct of self-preservation and upon its desire for the preservation of society upon its present foundations of reason and sanity.

"There is nothing that savors of unreasonableness in its stipulations, or in any other clause in the proposed bill of rights for the vast mass of the peoples of all countries.

"It is peculiarly fitting, too, that these pledges and declarations should be made a part of the treaty of peace.

"This war has been fought and won primarily to liberate man—to liberate him from the horror and the menace of invasion; to vindicate his freedom, his sovereignty and the integrity of his home and his soul.

"It would have been a grave act of omission if in the definition of the new and more just foundations of the new order of the world the rights of nine-tenths of its population—its workers—had found no affirmation.

"The eight-hour law, the prohibition of child labor, a reasonable living wage—all these declarations are expressions of the new brotherhood of man,

the new realization of the right of peoples to govern their own lives and to work out their own destinies.

"Labor has a right to specific inclusion in this new brotherhood, this new guarantee of the freedom of self-determination and self-development.

"The world could not, in this unprecedented period of righting of wrongs, have denied to its working people—the foundation of its power and its happiness—the guarantees to which they are plainly entitled.

"It is the sincere desire of all who labor that the new order be founded upon the principle of justice for all men."

Adequate Pay Set at \$2500

The Department of Labor has issued a statement which reports that it requires \$2500 annually to keep the average family going at the present rate of prices. That means that the American standard of living cannot be maintained on less.

We understand exactly what is required to maintain a decent standard of living and for that very reason, we took the stand that there should be no reduction of wages once the armistice was signed.

It is more than a probability that the wage earner is not getting \$2500 annually. Research of many labor contracts has led us to the conclusion that in many cases wages need to be raised. Labor knows what it is talking about, for it speaks for the men who have to fight the battle of making wages meet the standard of living. And, who knows better than we, the real worth of a dollar.

Care for Your Horse

Let us once more remind you that the hot weather season is at hand and use all extra care towards the horse you are driving. Be kind and considerate of him and realize that he is suffering from the heat even more than you are. Besides suffering from the intense heat, he has to work hard. Use every possible means to make his burden as light as you can. Strange as it may seem, we have as many work-horses today as we have ever had in the history of the country. Even if the automobile is here and hauls a large part of our merchandise, we have as many draft horses as ever before, and to those members who drive draft horses we again ask you to exercise every possible kindness and consideration towards them.

Standard of Living An Uncertain Term

"The American standard of living is an uncertain term and there are as many standards as there are different incomes and families of different sizes," said Dr. Royal Meeker, commissioner of the United States Bureau of Labor Statistics in an address in Atlantic City.

The speaker declared that those receiving small incomes are finding it very difficult to subsist. The remedy suggested included efficiency in food production and distribution, education of housekeepers and social legislation to provide for cheaper food, clothing, houses, medical treatment and insurance.

Budgets collected by the bureau of labor statistics show that it requires from 50 to 60 cents per man per day to secure a well balanced diet sufficient in the number of calories. On this basis, the average American family, consisting of husband, wife and three children below the age of 15 years, must spend, in order to be properly nourished, about \$610 per annum for food. This is approximately what is spent by those whose incomes are \$1800 to \$1850. Thus it would appear that families receiving less than \$1800 are under nourished.

The speaker advocated legislation requiring that the price of all foodstuffs be expressed in terms of calories. People should recognize that the important consideration is not the price per pound or quart, and that frequently the cheapest food per pound is the most expensive per unit of nourishment. Even when properly nourished, a family must still meet the expense of other luxuries.

YIELD RIGHT OF WAY

...to Safe Driving
by Watching for
Recreational Vehicles

